

TOWN OF PALMER

FISCAL YEAR 2018

ANNUAL REPORT



JULY 1, 2017 – JUNE 30, 2018

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Calander Year Salaries	99

FACTS ABOUT PALMER

SETTLED	1716
INCORPORATED AS A DISTRICT	1752
ACCEPTED AS A TOWN	1776
LOCATION	About 15 miles east of Springfield on Rte 20
HIGHEST ELEVATION	Colonel's Mountain 1179 feet
POPULATION	11,476
FORM OF GOVERNMENT	7-Member Town Council Town Manager
TAX RATE – FY2018	
TOWN	\$20.64 per \$1,000.00 of evaluation
FIRE DISTRICT TAX	
DISTRICT #1	\$1.44 per \$1,000.00 of evaluation
DISTRICT #2	\$2.27 per \$1,000.00 of evaluation
DISTRICT #3	\$2.11 per \$1,000.00 of evaluation
DISTRICT #4	\$2.95 per \$1,000.00 of evaluation
NUMBER OF DWELLINGS	Approximately 4,340
PROPERTY VALUATION	\$950,424,309.00
AREA	Approximately Land 20,110.00 acres; Water 457.5 acres; Total 20,568.4 acres; Square Miles: 32.14
HOSPITAL	Baystate Wing Memorial Hospital
STREETS AND HIGHWAYS	Approximately 150 miles
PUBLIC SCHOOLS	Palmer Middle/High School Old Mill Pond Elementary Pathfinder Regional Technical High School
FIRE PROTECTION	Four Fire Districts: Palmer Fire District 1: Chief Alan Roy heads a 32-member call force with a full time Captain and Lieutenant; Three Rivers Fire District 2:

FIRE PROTECTION (CONT)

Chief Scott Turner heads a 19-member call force;
Bondsville Fire District 3: Chief Scott Gustafson heads a 22-member call force;
Thorndike Fire and Water District 4 is protected by Palmer Fire District 1.

TRANSPORTATION

PVTA Village Bus, Peter Pan Bus (Walnut Street, Palmer), Council on Aging Van for transportation for seniors.

POLICE

Well established full-time police department and Emergency Dispatch center headed by Chief of Police, John Janulewicz

RECREATIONAL FACILITIES

Walter (Beebe) Chase Memorial Park, Legion Field, Eager Playground, Palmer, Nick Laviolette Park, Three Rivers, Hyrnewitz Park at Three Rivers Common, and Endelson Playground, Bondsville.

PUBLIC LIBRARY

1455 North Main Street, Palmer

GOVERNMENTAL DISTRICT
AND REPRESENTATIVES FOR THE
TOWN OF PALMER

UNITED STATES SENATORS

Elizabeth Warren, Democrat
Edward Markey, Democrat

REPRESENTATIVE IN U.S. CONGRESS

First Congressional District
Richard E. Neal

Second Congressional District
James P. McGovern

EXECUTIVE COUNCIL

Seventh Councilor District
Jennie Caissie

SENATOR IN GENERAL COURT

Worcester, Hampden, Franklin
and
Hampshire Senatorial District
Anne Gobi

REPRESENTATIVE IN GENERAL
COURT

First Hampden Representative District
Todd M. Smola

HAMPDEN COUNTY DISTRICT

ATTORNEY

Anthony D. Gulluni

BOARDS AND COMMITTEES

BOARD OF APPEALS

Norman Z. Czech (Exp. 2020)
Dennis Fountain (Exp. 2018)
Ingrid Thompson (Exp. 2018)
Walter Solzak, Alt. (Exp. 2018)
Vacant (Exp. 2021)

BOARD OF ASSESSORS

Lawrence M. Jasak (Exp. 2019)
Michael J. Burns (Exp. 2020)
Robert Leroux (Exp. 2018)

BOARD OF REGISTRARS

Susan Coache, Town Clerk (Exp. 2019)
Chester Topor (Exp. 2020)
Carol Murphy (Exp. 2018)
Margaret Higgins (Exp. 2018)

BOARD OF HEALTH

Paul Benard (Exp. 2018)
John Lukaskiewicz (Exp. 2020)
Jayne Heede (Exp. 2019)
Josh Mathieu, Health Agent

CONSERVATION COMMISSION

Donald R. Duffy (Exp. 2018)
Peter Izyk (Exp. 2020)
Sarah Brodeur (Exp. 2020)
David Cotter (Exp. 2019)
Vacant (Exp. 2018)
Vacant (Exp. 2018)
Angela Panaccione, Conservation Agent

COUNCIL ON AGING

Genevieve Bates (Exp. 2020)
Ernie Charland (Exp. 2018)
Linda Lamay (Exp. 2018)
Mary Hubert (Exp. 2018)
Peggy Corriveau (Exp. 2020)
Betty Koss (Exp. 2020)
Ruth Manning (Exp. 2019)
Debbie Nathanson (Exp. 2019)
Sharon Lemieux (Exp. 2018)

ECONOMIC DEVELOPMENT COMMITTEE

Alice Davey, Community Development Director
Linda Leduc, Planner
Robert Leroux, Assessor
John Kuzmiski, Accountant
Charles Blanchard, Town Manager

HISTORICAL COMMISSION

John Fox (Exp. 2019)
Frances Nowak (Exp. 2020)
Stephen Nowak (Exp. 2020)
Kevin Kopacz (Exp. 2019)
Barbara O'Donnell (Exp. 2018)
Lisl Donaldson (Exp. 2018)
Lisa Wosiakowski (Exp. 2018)

LICENSE COMMISSIONERS

Richard L. Fitzgerald (Exp. 2018)
Robert Frydryk (Exp. 2018)
Charles T. Blanchard
Mary Salzmann (Exp. 2019)
Michael Magiera (Exp. 2018)

OPEN SPACE & RECREATION COMMITTEE

Angela Panaccione, Conservation Agent
Linda Leduc, Town Planner
Michael Marciniec, Planning Board
Alice Davey, Community Development
David Cotter, Resident
Bonnie Weeks, Zoning Officer
Donald Blais, Jr, Town Council
Jim Ostrout, Recreation Director
Tharyn Nein-Large, Conservation Comm.
Sean O'Donnell Conservation Comm.

PALMER CULTURAL COUNCIL

Carol Holden (Exp. 2020)
Jayne Heed (Exp. 2019)
Nancy Roy (Exp. 2020)
Laura Hicks (Exp. 2019)
Donald Blais, Jr (Exp. 2018)

PALMER HOUSING AUTHORITY

Mildred Jasak (Exp. 2019)
Russell Webb (Exp. 2020)
Victoria Miner (Exp. 2018)
David Bussell – State Appointee

PALMER REDEVELOPMENT AUTHORITY

Jan McCoy (Exp. 2018)
Joseph Turek (Exp. 2019)
Albert Lasota (Exp. 2020)
Vacant
(Vacant – State Appointee)

TOWN COUNCIL SUBCOMMITTEES

TOWN MANAGER GOALS COMMITTEE

Lorinda Baker
Michelle Sikes
Mary Salzmann

TOWN MANAGER PERFORMANCE EVALUATION UPDATE COMMITTEE

Barbara Barry
Mary Salzmann
Matthew Lemieux

ORDINANCE REVIEW COMMITTEE

Michelle Sikes
Matthew Lemieux
Robert Lavoie

SCHOOL COMMITTEE LIASON (PALMER PUBLIC SCHOOLS)

Barbara Barry

TOWN COUNCIL RULES REVIEW COMMITTEE

Lorinda Baker
Karl Williams
Mary Salzmann

PATHFINDER LIAISON

Robert Lavoie

GREEN COMMUNITIES COUNCIL REPRESENTATIVE

Michelle Sikes

ECONOMIC DEVELOPMENT LIASON

Karl Williams

PVTA ADVISORY BOARD

Paul Burns

BUDGET SUBCOMMITTEE

Barbara Barry
Lorinda Baker
Matthew Lemieux

CONVERSE MIDDLE SCHOOL REUSE COMMITTEE

Lorinda Baker
Robert Lavoie
Barbara Barry

ELECTED OFFICIAL

COUNCILORS AT LARGE

Robert Lavoie (Exp. 2020)
Mary Salzmann (Exp. 2019)
Lorinda Baker (Exp. 2018)

DISTRICT COUNCILORS

Michelle T. Sikes, District #1 (Exp. 2020)
Barbara A. Barry, District #2 (Exp. 2018)
Karl Williams, District #3 (Exp. 2018)
Matthew Lemieux, District #4 (Exp. 2019)

PLANNING BOARD (4 yrs.)

Michael Marciniec (Exp. 2019)
Paul Burns-Johnson (Exp. 2019)
Norman Czech (Exp. 2018)
Kathleen Burns (Exp. 2020)
Thomas Skowyra (Exp. 2020)

SCHOOL COMMITTEE (4 yrs.)

Gary A. Blanchette (Exp. 2018)
Andrea Mastalerz (Exp. 2019)
Lisa Murray (Exp. 2020)
James Lynch (Exp. 2019)
Bonny Rathbone (Exp. 2020)

PATHFINDER REGIONAL SCHOOL COMMITTEE

Michael J. Cavanaugh (Exp. 2020)
David M. Droz (Exp. 2019)

APPOINTED OFFICIALS

Town Manager	Charles T. Blanchard
Director of Municipal Finance/Town Accountant	John Kuzmiski
Economic Development Director/Town Planner	Linda Leduc
Town Clerk	Susan Coache
Community Development Director	Sarah Szczebak
Veteran's Agent/Burial Agent/Graves Officer	Troy Brin
Town Counsel	Charles Ksieniewicz
Building Inspector	Bonita Weeks
Gas Inspector	Gary Stahelski
Electrical Inspector	Gerald Weston
Plumbing Inspector	Gerald Nichols
Forest Warden	Alan Roy
Animal Inspector/Dog Officer	Wendy LaSage
Sealer of Weights & Measures	Joseph Serrato
Director of Public Safety	John Janulewicz
Treasurer	Linda St. Onge
Tax Collector	Carolyn Baldyga
Emergency Management Director	Donald C. Elliott, Jr.
Town Assessor	Robert Leroux
Department of Public Works Director	Gerald Skowronek
DPW Operations Division Director	Joseph Sawicki
DPW Wastewater Division Director	Kenneth Lord
Council on Aging Director	Marlene Johnson
Pioneer Valley Planning Commission	Michael Marciniec
Environmental Certifying Office Hearings Officer/Building Code Violations	Bonita Weeks

TELEPHONE DIRECTORY

For Questions Regarding:	Call this Department:	Phone:
Appeals (zoning issues)	Appeals, Board of	283-2605
Assessments, Abatements	Assessors, Board of	283-2607
Building Permits, Electric Permits, Plumbing, gas & wiring Permits, Zoning Enforcement	Building Inspector	283-2638
Burial Records, Cemetery Plots	Cemetery	283-2664
Emergency Preparedness, Catastrophe	Civil Defense	283-8792
Future planning for Palmer	Community Development Dept. Palmer Redevelopment Authority	283-2614 283-2605
Wetlands Management	Conservation Commission	283-2611
Senior activities, Information & Transportation	Council on Aging	283-2670
Animal Control	Dog Officer	283-7770
Health, Sanitation, Septic Permits/Title V, Food & Beverage License & Tobacco License	Health, Board Of	283-2606
Road Maintenance, snow & ice removal	Department of Public Works	283-2615
Federally funded elderly housing	Palmer Housing Authority	283-9311
All library services	Palmer Public Library	283-3330
Park & Field Maintenance	Department of Public Works	283-2615
Planning, Land Use, Zoning	Planning Board	283-2605
Public Schools	Schools:	
	Old Mill Pond Elementary	283-2630
	Palmer High School	283-2621
	Pathfinder Regional Vocational Technical High School	283-9701
	Superintendent of Schools	283-2650
Scale, Weight Certification	Sealer of Weights & Measures (Residence)	283-4070
Committee Appointments, Class I, II & III Licenses, Amusement/Entertainment Licenses, Street Entrance, Street Excavation	Town Manager	283-2603
Parking Tickets, Property & Excise Tax Bills	Tax Collector	283-2601
General Accounting	Town Accountant	283-2602
Births, Deaths, Marriages, Dog Licenses, Business Certificates, Elections & Voter Registration	Town Clerk	283-2608
Bill Payment, Payroll, Insurance Benefits	Town Treasurer	283-2694
Veteran's Information/Referrals Benefits	Veteran's Agent	283-2610
EMERGENCY NUMBERS - 911	Fire – Bondsville	283-9036
	Palmer	283-3861
	Three Rivers	283-7161

Annual Town Election: June 12, 2018

RESULTS

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Totals		
COUNCILOR AT LARGE							
Blank	4	9	2	1	16		
Lorinda L. Baker	51	57	50	58	216		
Write In	3	0	2	2	7		
PLANNING BOARD							
Blank	4	9	8	6	27		
Norman A. Czech	52	57	44	53	206		
Write In:	2	0	2	2	6		
SCHOOL COMMITTEE							
Blanks	3	12	14	12	47		
Gary A. Blanchette	53	52	37	46	188		
Write In	2	2	3	3	10		
District #2 Councilor							
Blank		7			7		
Barbara A. Barry		58			58		
Write In		1			1		
District #3 Councilor							
Blank			11		11		
Karl S. Williams			41		41		
Write In			2		2		
Ballots cast	58	66	54	61	239		

TOWN COUNCIL

I hereby submit the report of the Town Council of the Town of Palmer for Fiscal Year 2018. The following are some of the projects/initiatives that were supported in Fiscal Year 2018 by the Town Council:

- Authorized the transfer of 2032 Main Street, Three Rivers to South Middlesex Non Profit Housing Corporation for a development agreement for the blighted property. The intent is to renovate the building to include a two-bedroom apartment on the top floor of the building and commercial space on the lower level. This project is expected to be completed in the Spring of 2019.
- The Council approved funding for security cameras to be installed in various areas of town for public safety and to deter crime and vandalism. Installation is currently underway.
- Funds were appropriated for Palmer High School and Old Mill Pond School for automatic operation and keyless entry of doors, the replacement of the pool air and water fire suppression system and for the replacement of the Palmer High School auditorium air conditioning system. Additionally, the Town Council approved funding to purchase four flashing pedestrian signs to be erected at the Palmer School campus.
- Funding for a feasibility study for the reuse of Converse Middle School was approved by the Town Council. Consultants were selected and the study is currently being completed. The goal is to sell a portion of the school for Senior Housing and to retain some areas for community use. Preliminary reports indicate that the building supports reuse for housing units.
- The Town received a grant from the Department of Energy Resources to purchase the streetlights from National Grid and retrofit the current lights to LED lighting. This project will result in significant energy savings.
- The Town received funding through the Massachusetts Community Compact Cabinet program. In 2018, the Town was successfully awarded approximately \$100,000.00 in grants for regional and shared services for an animal control facility, and Information Technology software.
- The Town Council continues to hold community meetings three times per year in order to give residents an opportunity to bring issues and concerns to the Council. We have been

encouraged by the participation. Many great suggestions have been brought forward at these meetings and several have been implemented.

- The Town held its first Citizen Leadership Academy. Residents had an opportunity over an eight week period to learn about town departments, meet town staff and tour different town facilities. The goal of the program was to encourage citizen engagement. The program was very successful and the plan is to hold the Academy every other year.

During this year Alice Davey, the Town's Community Development Director and Erin Pincince, the Town's Senior Center Director both retired. Both leave a lasting impression on the town. We thank them for their hard work and dedication to the town and its residents and wish them both a long, healthy and happy retirement.

The Town Council continually strives to move the Town forward and to offer quality services to the residents of Palmer. We are excited about all the great things that are happening in town. We would like to thank the Town Manager, all staff, members of boards and committees and all the many dedicated volunteers who work to make Palmer a great community to live. We encourage you to get involved. You can make a difference. We look forward to working together in the coming year as we continue to move Palmer forward.

Respectfully Submitted,

Barbara A. Barry
Town Council President

TOWN MANAGER

I herewith submit the report of the Town Manager for the Town of Palmer for the period July 1, 2017 to June 30, 2018.

Once again I would like to begin by expressing my sincere appreciation to all of the dedicated department heads, town staff, elected officials and numerous volunteers who serve on the many boards, commissions and committees for all of their hard work and commitment to make Palmer a better community in which to live, and for their contributions to the important accomplishments listed below.

After many years of dedicated service to the town, Community Development Director Alice Davey and Council on Aging Director Erin Pincince retired this year. We thank them for their service and wish them well in their retirement.

Some of the accomplishments of the Town during FY18 included:

- A grant of \$36,670 was received for the preparation of a Complete Streets Prioritization Plan. With the assistance of our consultant BSC Group a list of potential projects was compiled and

placed on our website in an interactive map format for public input. After the public outreach was completed seven projects were submitted for funding. Three of these projects were approved by the State – a mid-block Crosswalk on Springfield Street at Hryniwicz Park, a new sidewalk along High Street from the School access road to Michael Drive, and a new sidewalk from Main Street to the District Courthouse. The construction grant awarded is \$178,272 and the work will be completed in FY19.

- A Citizens' Leadership Academy was held from September through November. Nine people enrolled in the Academy and six completed the entire program.
- The Board of Health brought seven properties with significant code violations into the Attorney General's Receivership program in an effort to bring these properties in code compliance. This program will continue to be used as a tool to rid the Town of these unsightly properties.
- A new False Alarm Ordinance was adopted by the Town Council and the Police Department implemented the registration and compliance program on January 1, 2018.
- Negotiations were initiated with Comcast for the renewal of Cable TV license that expires in December, 2019. A customer satisfaction survey was conducted from March through May.
- Palmer was the lead community in applying for an Efficiency and Regionalization Grant along with Monson, Ware and Warren to design a regional animal control shelter. \$67,000 was awarded and Roy Brown Architects has been retained to design the building.
- The Town Council appropriated funds to study the feasibility of turning the Converse Middle School into Senior Affordable Housing and a Community Center. Housing Partners, Inc. of Watertown is the lead consultant, Abacus Architects of Boston will design the project and Kirk & Company of Boston will provide market study and appraisal services. By year end the architect had determined that 61 apartments (58 one bedroom and 3 studio apartments) could be put into the building which is very encouraging.
- Two electric vehicles and two charging stations (one at the Town Hall and the other at the Library) were obtained at no cost to the Town with grants from the Department of Energy Resources and the MA Department of Transportation. The vehicles will be primarily used by our Inspectors.
- The Town was awarded a \$10,000 Community Compact Best Practices Grant to hire a Consultant to assist with the development of an American Disabilities Act Self-evaluation and Transition Plan.
- A Community Compact Information Technology Grant for \$58,722 was received which will be used to upgrade our Permit Tracking software. The work should be completed by June, 2019.
- The Town joined with several other Western MA communities to form the Pioneer Valley Mosquito Control District. Member communities will receive assistance in reducing the risk from mosquito borne diseases by eliminating breeding areas, surveillance trapping, lab testing and larvacide applications.

I would like to express my appreciation to the members of the Town Council for their continued support and clarity in defining the goals and policies for our town government.

Respectfully submitted,

Charlie Blanchard
Town Manager

Town Clerk

Marriages 2017-2018

July

22	Jean-Francois Richard J.M. Jacquier	Palmer	Stephanie E. Lynn	Palmer
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August

19	Joshua Elias Flieder	Palmer	Anna Ewa Marczuk	Palmer
19	Andrew Harrison Anton	Palmer	Ines Ingrid Tagne Nkwnti	Longmeadow
26	Craig R. Peltier	Monson	Melissa Anne Clark	Monson

September

2	David Manuel Medeiros	Palmer	Kylie Marie Anderson	Palmer
2	Christopher Dimitri Caban	Palmer	Ashley Lynne Berthiaume	Warren
2	Daniel Ciejka	Palmer	Heather M. Cormier	Palmer
5	Caleb Joel Reyes	Ludlow	Leona Melynn McCarthy	Palmer
9	Zachary W. Hoy	Palmer	Kristin N. Goodrich	Palmer
9	Francisco O. Rodriguez	Palmer	Michelle M. St. Laurent	Palmer
10	Christopher J. Lester	Palmer	Elizabeth A. Torres	Palmer
22	Kyle A. Simard	Palmer	Madison O. Wahlers	Palmer
23	Grant A. Morton	Monson	Shannon M. Degray	Monson
23	Keean John Robert Bell	Palmer	Natasha Marie Bleau	Palmer
23	Kevin R. Godek	Palmer	Kassy M. Demers	Palmer
25	John C. Birriel	Palmer	Taylor E. Wrede	Palmer
27	Mark A. Voisine	Palmer	Nancy A. Raymond	Palmer
29	Ryan A. Szfranski	Palmer	Heather M. Spencer/Aldrich	Palmer
29	Benjamin Michael Belisle	Palmer	Nicole Noel Boucher	Palmer
29	Michael Joseph Surprise	Palmer	Amber Lee Shukes	Palmer
30	Victoria Lynn Vasington	Palmer	Elizabeth M. Shevock	Palmer
30	Thomas A. Palazzi	Palmer	Shannon M. Garvey	Palmer

October

7	Sean K. Mitchell	Palmer	Jessica Marie Mobley	Palmer
7	Michael A. Saccamando	Palmer	Devon Victoria Wood	Palmer
8	Gregory P. Sullivan	Palmer	Cara A. Demore	Palmer
8	Stephen M. Rondeau	Palmer	Mellissa R. Juda	Palmer
13	David Alan Deforge	Jacksonville FL Sherry Pillow McCauslin		
	Jacksonville FL			
14	Michael Perrin Bradway	Ware	Nichole Paula Getchell	Ware
14	Jarrad Anthony Burns	Palmer	Melinda S.S. Harvey	Palmer
21	Todd David Dumas	Palmer	Joanne Beth Corbett	Palmer
31	Paul W. Rackowe	Palmer	Lillian R. Gamelli	Palmer

November

4	Arthur J. Papillon	Palmer	Lynn M. Steele	Palmer
4	Stanley R. Lamb Jr.	Palmer	Jessica L. Bielanski	Palmer
17	Michael D. Cowher	Palmer	Ashley A. O'Connor	Palmer

22	Jacob H. Karowski	Palmer	Kristen A. Greene	Palmer
24	Mark D. Bachand	Palmer	Katelyn R. Chevalier	Palmer

December

January

16	Damien W. Rogers	Palmer	Emmilia D. Rodriguez	Palmer
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February

26	Timothy P. Siegel	Palmer	Jessica M. Eirkus	Palmer
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March

2	Justin P. Marshall	Palmer	Jaime L. Frye	Palmer
3	Thomas F. Kearns IV	Belchertown	Barbara A. Graham	Belchertown
16	Tanner J. Ryan	Palmer	Brittany M. Randall	Palmer
17	James W. Collins III	South Hadley	Carly C. McLean	South Hadley
17	Michael D. Young	Palmer	Darcy A. Fortune	Palmer
19	Kevin R. Gagne, Jr.	Palmer	Kristen E. Hafford	Palmer
25	Vadim I. Demyan	Palmer	Eleanor C. Karbon	Palmer

April

7	Todd M. Desorcy	Palmer	Abbie K. Coburn	Palmer
14	Richard C. Callahan III	Palmer	Rhea M. Serra	Palmer
14	Alexander D. Fleury	Palmer	Lisa L. Hua	Palmer
21	Ryan M. Padden	Palmer	Tricia J. Bloomfield	Palmer

May

4	Ryan R. Sullivan	Palmer	Stacy L. Sprout	Palmer
5	Craig M. Sedelow	Palmer	Heather M. Remy	Palmer
26	Kyle R. Pelissier	Palmer	Cassondra L. Butler	Palmer

June

9	Timothy R. Darling	Palmer	Amanda Viveiros	Palmer
10	Ryan J.M. Wawrzonek	Palmer	Nicole A. Sherman	Palmer
22	Cody J. Brodeur	Palmer	Christina N. Muscaro	Palmer
23	Dustin M. Hamel	Palmer	Lyia Kledong	Palmer
28	Alex M. Gamache	Palmer	Casey L. Coulter	Palmer

DEATHS 2017-2018

July

3	Zietkowski, Mary Ann	54
4	Blanchard, Wilfred M.	75
5	Fredette, Michael J.	51
6	Place, James E.	60
10	Belcher, Yvonne D.	89
12	Moran, Thomas W.	84
12	Buehler, Norman John	87
12	Sheehan, Grace Arlene	84
13	Dumais, Doris S.	90
14	Benoit, Bernard Henry	66
19	Case Jr., Howard E.	81
19	Volk, Joan Yvonne	76
20	Berthiaume, Jeannine C.	87
20	Kowalski, Carmen Angelo	95
23	Dyer, Mary Ann C.	63
23	Hodskins III, Morgan B.	55
25	Brosseau, Janet T.	82
27	Pobieglo, Daniel T.	60
27	Szol, Wanda J.	98
28	Soffen, Amber L.	35

August

1	Strum Jr., Dudley Charles	74
4	Hancock, John Duane	67
9	Clarke, Bruce G.	59
10	Kedziorek, Zbigniew Zygmunt	63
13	Chaples, Dina L.	68
13	Molloy, Edward J.	97
14	Langevin, Herman E.	87
18	Arsenault, Joyce E.	77
19	Syniec, Victoria D.	89
21	Smith, George Lloyd	69
21	Venne Sr., Ronald Walter	74
23	Marsceill, Mark C.	47
24	Stolar, Joanne	72
25	Ramadon, Christopher C.	38
25	Santinello, Maria Jean	43
25	Vanasse, Gary Francis	51
26	Sutton, Barbara E.	66
29	Dobek, Walter P.	81

September

4	Devanski, Joanne Marie	53
4	Morrisette, Robert Lee	77
4	Scivner, Carolyn	86
5	Charest, Daniel Omer	59
10	Gaudette, Aime Theodore	94
10	Dubreuil, Sandra L.	70
11	Roy, Henry A.	87
13	Christiansen, Fern M.	86
15	Melnick, Eileen A.	89
19	Clark, Catherine Maye	54
20	Gavoni, Nancy Jane	77
23	Litalien, Brenda	62
27	Jekot, Chester S.	76
30	Aliengena, Barbara Anne	54

October

3	Brown, Parker Donald	25
3	Tibbetts, Michael R.	41
5	Safarik, Suzanne O.	69
7	Shover, Wilbert A.	88
7	Sweeney, Eugene Francis	77
14	McCabe, Sharleen Marie	59
14	Wadas, Mary Olive	100
14	Zawacki, Virginia A.	86
15	Lynch, Maianne Patricia	76
15	Peck, Lois E.	86
16	Stred, Barbara	83
18	Mikelk, Peter P.	87
22	Trombley Jr., Wilfred A.	77
26	Partlow, Stacy Lee	47
26	Sherman, Kenneth Charles	92
27	Shaughnessy, Thomas Francis	78
31	Dyer, Kenneth C.	85

November

4	Evasius, Leo Russell	74
9	Chesnes, Thomas Andrew	64
10	Duquette, David A.	68
13	O'Connor, John J.	79
19	Chapin, Merton Albert	64
22	Sullivan, Helen Ann	75
25	Burns, Wesley F.	68
25	Desmarais, Monica	92
26	Kulpa, Edward J.	88

26	Palka, Delia M.	89	22	Finnegan, Rosemary	92
			22	Smith, Wesley A.	77
			22	Dubois, Beverly R.	64
December			22	Cuzzone, Bernice J.	91
1	Kowalczik, Edward L.	84	22	Bigos, Thomas P.	69
1	Webb, Margaret D	93	26	Allen, Bernice B.	96
2	Brown, Cynthia B.	90	29	Kopacz, Stanley J.	61
4	Eldridge, Glenn A.	55	30	Carr, William E.	83
4	Shvetsova, Olga	95	30	Dunnam, Ruth L.	88
6	Paquette, Rachel B.	95	30	Archambault, Roger L.	93
7	Walsh, Robert William	94	31	Croack Sr, Arthur W.	76
10	Mullen, Beatrice M.	91			
12	Weirbrick Sr., Michael Wallace	69			
17	Gewinner, Sandra L.	74			
21	Lattrell, Doris S.	99	February		
21	Orcutt, Justine K.	57	1	Lepow, Charles J.	41
23	Pedulla, Marianne R.	76	2	Ellis, Viola	90
24	Majka, Rudolph J.	91	3	Chandler, Cleo V.	100
26	Fahmy, Sharihan F.	33	3	Sekula, Irene	93
27	Guillette, Lorraine Clara	93	4	Knight, Robert A.	70
27	Santana-Martinez, Rosa L.	82	6	Zebrowski, Edward F.	96
29	McAdam, Doris Edwina	89	10	Fredette, Jean M.	81
30	Tassinari, Donald L.	76	11	Flores, Benny A.	48
			15	Gibbons, Mary	52
			17	Donato Jr, Anthony T.	73
January			20	O'Neill, Sylvia E.	97
1	Hawk, Marguerite E.	86	21	Webb, Donna L.	73
1	Durant, Philip E.	55	23	Jarrett, Anita R.	94
1	Louvitakis III, George	41	26	McMahon, Dorothy R.	85
2	Bell, Wilfred Alexander	44	28	Lakota, Ronald E.	74
5	Fishkin, Charles I.	97			
6	Smith, Deborah L.	60	March		
6	Chaiffre, William M.	50	3	Rolon-Miranda, Luis	85
6	Tyburski, Charles L.	93	5	Griffith, Mary M.	87
7	Boulerice, Doris H.	94	5	Collada, Frank J.	73
7	Lillock, Donald D.	74	7	Hugli, Erwin	89
8	Squires, Leslie E.	71	7	Coache, Andrea M	68
9	Gagne, Regina A.	67	12	Martin, Carole E.	75
9	Jones, Reese L.	68	14	Ammann, Mark J.	56
10	Jasak, Eleanor M.	80	16	Malinowski, Kyle J.	24
12	Matejczyk, Anthony J.	81	18	Fidalgo, Helen S.	99
12	Rhone, Annie M.	79	19	Hulse, Donald L.	63
12	Woodworth, James H.	33	20	Rutkowski, Edward W.	80
15	Webb, Charlotte L.	82	21	Smith, David G.	58
17	Bousquet, Pauline L.	96	22	Curto, Francis J.	66
18	Lester, Julius B.	78	28	Brown, Richard C.	59
19	Robinson, Paul E.	63	31	Pomeroy, Robert R.	51

April			
1	Mega, Frederick F.	73	18
1	Delabruere, Michael R.	59	18
1	Wheeler, Toshiko	93	19
2	Lebida, Sophie C.	100	24
4	Bogacz, Helen M.	99	27
4	Minns, Maureen E.	91	27
5	Wahlers, Richard H.	80	3
8	Piechota, Jeanne V.	88	June
9	Maxwell II, Richard D.	60	1
10	Landers, Mary K.	92	1
10	Castonguay, Florence M.	94	2
11	Christian, Dean C.	53	3
11	Mosley, Leroy	62	5
14	Laduzinski, Constance	73	5
14	Harris, Matthew J.	24	12
14	Woods, Roger E.	56	13
15	Jamiloski, John S.	93	13
15	Kuzontkoski, Edna A.	85	14
17	Fuller, Stephen W.	45	14
17	Novak, Frances I.	73	15
19	Davis, Sharon L.	64	17
19	Dionne, Gordon J.	73	17
20	Thomas, Robert E.	90	19
23	Christiansen, Gordon H.	89	21
25	Morrison, Walter G.	81	21
25	Beeman, Lucy	95	24
25	Madelle, Armand, T.	85	24
26	Hatton Jr, William B.	87	25
30	Wielkiewicz, Anthony C.	97	27
			27
			28
May			
1	Noone, Osiris S.	1 month	
1	Benoit, Edith A.	74	
5	Medicke, John D.	72	
5	Russell, Carl E.	80	
7	Nascimento, Marilyn F.	75	
11	Rondeau, Carol S.	75	
14	Nelson, Diane L.	56	
16	Jandrow, Edmund L.	88	
16	Gotha, Donald R.	93	
17	Brouillette, Paul L.	82	
18	Giza, John J.	84	
18	Desroches, Catherine A.	61	

PALMER HOUSING AUTHORITY

The Palmer Housing Authority office and adjacent development known as Laurel Manor, is located at 13 Fletcher Street. The complex was first occupied in January of 1971. Laurel Manor consists of 48 one bedroom units. The Palmer Housing Authority operates under the State Chapter 667 Elderly/Handicapped Program. All rules and regulations are promulgated by the Department of Housing and Community Development, adopted by the Palmer Housing Authority Board of Commissioners and carried out by the housing authority staff. The staff consists of one part time Executive Director and one part time maintenance person.

Applications can be obtained at the office on 13 Fletcher Street or upon request. Currently applicants need to be 60 years of age or be an eligible handicapped/disabled person. A preference is given to local residents and local veterans 60 years of age. The current net income for eligibility is \$45,500 for one person and \$52,000 for two persons. As units become available they are filled from the waiting list of eligible applicants.

The Board of Commissioners consists of 4 members that are appointed by the Town Manager and one state appointed member. The Commissioners meet on the third Wednesday of every month at 4:00 P.M., in the community room at 13 Fletcher Street, to conduct the authority business.

The goal of the Board of Commissioners is to maintain the properties and to continue to provide clean, safe and affordable housing to those in need.

Respectfully submitted,

Russell Webb, Chairperson
Mildred Jasak, Vice Chairperson
David Bussell, Treasurer
Katherine Izyk, Member
Victoria Miner, State Appointed

LOCAL LICENSE AUTHORITY

The following is a summary of the licenses and fees collected for the 2017-2018 year.

Type	#	Fee	Total
All Alcoholic Beverage License			
Inn Holder	1	\$800.00	\$800.00
Club	4	\$800.00	\$3,200.00
Retail Package Store	4	\$665.00	\$2,660.00
Seasonal	1	\$400.00	\$400.00
Restaurant	14	\$800.00	\$11,200.00

Wine and Malt Beverage License

Retail Package Store	4	\$520.00	\$2,080.00
One Day Licenses	8	\$25.00	\$200.00

Respectfully Submitted,

Richard L. Fitzgerald, Chairman
Robert P. Frydryk
Charles T. Blanchard
Mary Salzmann
Michael Magiera

CONSERVATION COMMISSION

FY 2018 Annual Report

Office Hours: Monday 8:30 am – 7:30 pm, Tuesday - Thursday 8:30 am - 4:30 pm or by Appointment

Inspections: Monday - Thursday 8:00 am - 12:00 pm, Friday by Appointment only

Meetings: 1st and 3rd Tuesday of every month, unless otherwise posted

Conservation Commission Introduction

The Palmer Conservation Commission (The Commission) administers the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 Section 40) and associated regulations (310 CMR 10.00). The Commission also reviews all Forest Cutting Plans within the town, all septic system plans within the

jurisdiction of the WPA and any project within areas of protected rare/endangered species and/or priority habitat governed by the National Heritage Endangered Species Program (NHESP), a division of the Massachusetts Fisheries & Wildlife.

Accordingly, any proposed activity that may remove, fill, dredge or alter a wetland resource area is subject to the Commission's approval. Wetlands that are subject to protection under the act include any area within 100 feet of a swamp, marsh, forested wetland, vernal pool, pond, intermittent stream, and the 100-year flood zone. The Commission also has jurisdiction within 200 feet of any stream that flows year round, unless the stream is designated as a densely developed area. In this case, the jurisdiction is from the mean annual high water mark 25 feet out. It should be noted that wetlands may not be wet all year round and low areas that flood in the spring may be considered wetlands as well.

Additionally, the first powers given to Conservation Commissions in the Conservation Commission Act (MGL Chapter 40 § 8C) focused on "promotion and development of natural resources...and protection of watershed resources." Under these powers Commissions undertake planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions.

In an effort to better manage over 800 acres of Conservation Land, the Palmer Conservation Commission has established the Land Management Subcommittee to carry out a dedicated program of land management throughout its protected areas.

The Role of the Conservation Commission

The Conservation Commission regulates permit activities that may alter wetlands or their buffer zones in protected areas. Regulated activities include, but are not limited to, dumping leaves, brush, grass, debris, cutting trees or shrubs, reconstructing lawns, building or constructing any type of structures or a septic system, grading, excavating, or filling, changing storm water discharge, polluting wetlands or streams, creating any impervious surface (paving a driveway). Activities within protected area may require a permit, for more information on any given project please consult our Wetlands Protection Brochure available in the Conservation Commission Office.

Role of the Land Management Subcommittee (LMS)

The Land Management Subcommittee is a standing committee of the Conservation Commission that was formed last year and carries out a dedicated program of land management including the relevant recommendations in the Palmer 2014 Open Space and Recreation Plan. The Committee will also increase the focus, effort and resources dedicated to Palmer's conservation lands.

The mission of the Land Management Subcommittee is to preserve, maintain and enhance the quality of life for the citizens of Palmer by developing and maintaining Open Space and Recreation opportunities for residents. The LMS works with the community to target and preserve lands and ecosystems within Palmer for public benefit. These areas provide a healthy environment for wildlife and plants and areas for passive or active recreational use by the public. Areas of high natural, scenic and/or recreational value are priorities for the Committee. In order to assure the protection of valued land, we assist in the creation of trails for passive recreation, community gardens, playing fields, beaches and playgrounds.

This year the subcommittee has provided opportunities for the public to appreciate and enjoy Palmer's preserved natural areas, parks, playgrounds and fields, farms and water resources through a limited number of field trips, clean-ups and hikes.

Members of the Conservation Commission

The Commission is made up of Palmer residents that share a passion for protecting the wetland resources of the town. Commissioners are appointed by the Town Manager for a three-year term. The Commissioners and their Agent are continuously educating themselves through training programs, seminars and conferences sponsored by the Massachusetts Department of Environmental Protection (DEP) and the Massachusetts Association of Conservation Commissions (MACC) in order to stay current with constantly evolving rules and regulations, updated scientific data and best management practices.

The following Conservation Commission Member served in Fiscal Year 2018: Mr. Donald Blais Jr (Chair), Mr. David Cotter (Vice-Chair), Mr. Peter Izyk, Mr. Nicholas Zeo and Ms. Brenda Cole. There are currently two (2) open vacancies on the Commission and all interested resident should send a letter of request to the Town Manager.

Additionally, Ms. Angela Panaccione has been serving as the towns Conservation Agent since 2013. As Conservation Agent Ms. Panaccione serves as an informational resource to the Commission by performing routine and complex professional, administrative and technical duties; including keeping the Commissioners informed on changes in Federal and State environmental protection regulations, as appropriate. Ms. Panaccione also reviews all filings and analyzes submitted data and plans for compliance with the requirements of Wetlands Protection Act, the Rives Protection Act, the Town of Palmer's Wetlands Protection Ordinance and associated federal, state, and local regulations; manages the processing of all wetlands filings for proper and timely action associated with Commission business to ensure compliance with legally mandated deadlines. She also advises applicants on wetlands applications for various projects by providing consolation services as needed; maintaining office appointments; communicating with all applicants, engineers, attorneys, consultants, etc. and scheduling and conducting through site visits and preliminary project review, to ensure that proposed projects do not threaten environmental and conservation values and interests. Additionally, Ms. Panaccione investigates complaints of wetland violations, coordinates & monitors potential violations and recommends appropriate action needed for site remediation.

Members of the Land Management Subcommittee (LMS)

The LMS is made up of Palmer residents that share a passion for protecting open space and recreational areas of the town. Subcommittee members are appointed by the Conservation Commission directly and the subcommittee will have up to seven members with two-year overlapping terms and will be appointed solely by the Conservation Commission. Present members of the Land Management Committee are Sarah Brodeur, David Cotter, Peter Izyk, Howard Fife, Lisl Donaldson, Sheri Jyringi and Nancy Bisnette.

Table 1: Total Fillings for the Conservation Commission per Category/ Per Year

PERMITS	TOTAL FY 2018	TOTAL FY 2017	TOTAL FY 2016	TOTAL FY 2015	TOTAL FY 2014
Determination of Applicability	10	12	10	6	7
Order of Conditions & Amended OOC	11	8	9	5	6
Order of Resource Area Delineation	4	3	4	0	0
Extensions of Orders of Conditions	1	0	2	1	1
Enforcement Orders/Cease & Desist Letters (violations)	12	9	7	2	2
Emergency Certifications	9	4	2	0	1
Certifications of Compliance	7	8	5	4	2
Site Visits	509	444	277	96	112

Important Issues and Accomplishments of FY 2018

Over FY 2018 the Commission participated in several important conservation outreach and education projects, including:

- **Administration of the 2017 MA Recreational Trails Grant:** The Conservation Commission applied for and received a \$50,000 grant from MA DCR to establish a 1/4 mile ADA compliant loop trail with a 16 Car ADA accessible parking lot, Kiosk, waste receptacles & Dog Waste Station. The trail itself will include three (3) rest stops/viewing areas equip with accessible benches, two (2) 16'X 20' wooden decks/lookouts/fishing with benches and a handicapped accessible picnic table. The Swift River Greenbelt Trailhead & Accessible Loop Trail will become the first passive recreation area in town to be accessible to every resident by providing trail access for people of all abilities to a peaceful forest experience with views of the Swift River.
- **Community Rain Barrel Program:** To help homeowners and the town manage their water supplies the Conservation Commission offered residents the opportunity to buy discounted rain barrels. We chose to work with the Great American Rain Barrel Co., a local food importing company that has been repurposing shipping drums into Rain Barrels since 1988. Great American Rain Barrel Co has been approved vendors by the MASSDEP for the state since 2010; and in Palmer the Barrels were sold at 50% Off Retail for \$59. Demo Barrels were on display at the Town Administrative Building and at the Palmer Public Library during April & May of 2018 and orders were available for pick up on Saturday June 9th. The Community Rain Barrel Program was very successful; with a total of 105 rain barrels sold to residents.
- **Midura Earth Day Clean-up:** The Conservation Commission held a clean-up at Midura Conservation Land on Saturday April 22, 2018 for Earth Day and as part of Clean-Up Palmer.

- **2017 Source 2 Sea Clean-up:** The Conservation Commission organized Palmers third cleanup of the Swift River, as part of the Connecticut River Conservancy (CRC) 23rd Annual Source to Sea Cleanup and partnered with Sherwood Lumber to tackled a new section of the Swift River Greenbelt on Saturday September 23, 2017 from the cul-de-sac at the end of Third Street, in Bondsville MA. This year the LMS partnered with Sherwood Lumber to remove over 20 tires from the Swift River, as well as a 15 yard dumpster full of trash. Additionally, the Commission will again participate in this year's S2S on Saturday September 29, 2018.
- **"It's Clean":** The Conservation Commission has partnered again with the Chicopee 4 Rivers Watershed Council to preform regular water quality checks of the Swift River off First Street, Ware River off Bennett Street and the Ware River at its confluence with the Chicopee River. This will be our fourth year of sampling recreation sites along Palmer's Rivers.
- **Public Outreach & Education:** The Conservation Commission has expanded its public education and outreach efforts this year. We began storm drain stenciling program this spring with a focus on Three Rivers. The Agent also gave three (3) Non-point Source Pollution Enviroscape Model demostrations at various Town events and also developed a dog waste brochure for Town Clerk Office to go out to all licensed dog owners. Regular website updates are also occurring to ensure the public has easy access to the most current up to date information we can provide.

Goals/Activities for FY 2019

- **Acquisition of the "Turnpike" Property:** Since the early 1990's, the Commission has actively been pursuing the acquisition of 92 acres along Kings Brook, known as the Brainerd/Mass Pike parcel, from Mass DOT. If acquired, this parcel can be accessed from the 200 acre Midura Conservation land on Old Warren Road and would become part of it, thereby extending Midura to the Mass Pike. Additionally, trails exist on the property for recreational purposes, which the Commission would maintain and connect into from Midura. This year the Commission has applied for a \$100,000 LAND Grant to acquire the parcel. We also have engaged in negotiations with the Lizak's for a possible donation & MLTC write off for the 67 acre parcel that abuts both Midura & the Turnpike Parcel. We have also been in negotiations with Brendan Greeley (real estate broker representing Dauphinais & Sons) about the possible acquisition of 5 separate parcels (170 acres total) that also connect to Midura. Additionally, we have had the turnpike parcel assessed and are having our assessor review the assessments of the 5 Dauphinais parcels.
- **Administer MVP Grant:** The Commission received a \$25,000 Municipal Vulnerability Preparedness (MVP) grant from the Executive Office of Energy and Environmental Affairs'. The grant funds will be used to complete climate change vulnerability assessments and develop resiliency plans through the program. MVP provides communities with technical support, climate change data and planning tools to identify hazards and develop strategies to improve resilience. Through the MVP program, the Town will work through a community-based workshop process to identify key climate-related hazards, vulnerabilities and strengths, develop adaptation actions, and prioritize next steps. Results of the workshops and planning efforts will be used to inform existing local plans, grant applications, and policies, such as local hazard mitigation plans. The MVP program in Palmer will be led by the Conservation Agent with a core team of town staff and volunteers representing town planning departments, emergency managers, conservation commissioners, economic councils, the business community and other key stakeholders. Upon

successful completion of the program, the Town will be designated as a “Municipal Vulnerability Preparedness (MVP) program community,” which enables us to compete in future MVP Action Grant programs.

- **Administer Culvert Replacement Grant:** The Town of Palmer received a \$34,000 Culvert Replacement Municipal Assistance Grant from the Division of Ecological Restoration (DER) for replacement of the MA RT-181 Culvert. The award funds shall be used to complete field data collection, engineering and design for this culvert replacement project. Replacing the culvert on MA RT-181 will improve natural stream processes along the Tributary to Ware River and will allow aquatic species to access critical habitat upstream and downstream of the culvert. The new crossing will also benefit public safety, improve climate readiness, and reduce the risk of infrastructure damage by accommodating larger storm flows.
- **Community Wood Bank:** The Commission is in the process of developing a Community Wood Bank Program. Wood banks are programs that aim to help low-income and elderly community members by supplying firewood at no cost, similar to fuel assistance programs or a food bank. The wood would come from trees cut on town land or on Town Roads, and private donations from local residents who manage their properties for Forestry would also be encouraged and accepted. The Wood bank would be run by volunteers and is currently proposed to be located at the Town Compost Area off Old Warren Road.

The Commission is always looking to expand its base through associated members, interns or volunteers (for water quality monitoring, river clean-up and trail maintenance this summer). Anyone interested should contact the Commission at conservation@townofpalmer.com.

The Commission would also like to take this opportunity to thank our Interns for all their hard work and effort this year! Additionally, the Commission would also like to thank all the residents of Palmer for their support over the past years.

Respectfully Submitted,
Angela C Panaccione
Conservation Agent
Palmer Conservation Commission

PLANNING BOARD REPORT FY2018

The Palmer Planning Board, consisting of five elected members, met regularly during the twelve-month period of July 1, 2016 thru June 30, 2017. It is the Board’s policy to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Palmer, generally the first and third Mondays of each month if meeting space is available.

The Planning Department is comprised of the following elected members and staff:

Elected Board Members

Chairman
Vice Chairman
Clerk

Michael Marciniec
Norman Czech
Kathy Burns
Thomas Skowyra
Paul Burns-Johnson

Staff

Town Planner/Economic Development Director
Administrative Assistant

Linda Leduc
Gillian Davis

During the past 12-months, the Planning Board held twenty-five regular meetings, as well as conducted numerous site inspections and review inspections. In addition to our own meetings, we have also had meetings with other Boards and Committees and have attended seminars and workshops to help better prepare our members for the positions for which they have been elected. During these various public meetings, the Board held hearings and acted on eleven Special Permits, ten Site Plan Approvals, five Storm Water permits, made two Findings, endorsed seven requests for Waiver of Site Plan and signed eleven Subdivision Approval Not Required (SANR) plans that met current zoning requirements and therefore were deemed exempt from subdivision regulations. Public hearings were held for two zone changes and approved by Town Council; eight parcels were rezoned on Park Street from General Business to Highway Business and the Large Solar Photovoltaic Ordinance was amended to add further visual and environmental protections.

In July of 2016 the Board members bid member Andrew Golas farewell. Mr. Golas served on the Board since 2011. New member, Paul Burns-Johnson, was elected to take his place. The Board wishes to sincerely thank Andrew for his years of dedication and expertise and welcomes Paul to the Board.

The Board reviewed and granted Special Permits for the continued extraction of earth materials at five existing operations and granted a Special Permit for a new operation on Ware Street. As in the past, yearly interim inspections were conducted and all required operating documents and fees were collected. Additionally, the Board is currently considering a new Special Permit application for extraction of earth material on Robinson Road.

The interest in developing large-scale, ground mounted, photovoltaic systems within Town has decelerated. During FY17 one new project was permitted off of River Street for 4.7 MW. Previously permitted systems on Peterson Road and the former Emery Street landfill were interconnected this year and as a result there is currently 24.6 MW of solar power being generated in the Town of Palmer. While this shows the Town's positive role in gaining fossil fuel independence the Board also has a genuine interest in ensuring that these projects do not detract from the rural character and scenic views of the Town. As a result, the Board proposed to

amend the current Large Scale Solar Ordinance to add additional protections for views, open space and site impacts. These changes were adopted by Town Council on July 10, 2017.

The Board, through Energy Committee representation, supported a fourth Green Community grant application. On June 22, 2017 the Town was awarded \$113,395.00 to install two dual-head electric vehicle chargers; one at the Town Hall and one at the Library, and purchase two new electric vehicles to be used by the Town's Inspection Services. The electric vehicle charging stations will be operational and open to the public in the fall of 2017. The two electric vehicles will be added to the fleet this fall, as well. With the ever-changing technology in the area of power generation and conservation and in consideration of the federal and state incentives that are currently being offered, we continue to pursue promising programs that will benefit the residents by stabilizing our energy costs and replacing aging infrastructure. Legislation adopted in the current session included hydroelectric power development. The town will pursue incentives to this technology where it may potentially benefit the community.

The upturn in the economy has been noticed throughout town as approvals and permits granted by the Board are coming to fruition. Most notably, the opening of the new Junction Variety store in Thorndike, as well as the ground breaking for a new Emergency Room at Baystate Wing Hospital and construction of a new Dollar General Store currently underway on Park Street. The headquarters for Michael's Party Rental on South Main Street is open for business, as is Baldyga's Auto Body and a new auto detailing company at the former Auto Park Trim site on Park Street. The rail spur at Sherwood Lumber is under construction and a home occupation was granted to Steam Punk Artist, Bruce Rosenbaum, who is renovating the former church on Main Street, Thorndike into his home and artist studio. Waivers for the need to apply for a full site plan review were granted to a massage therapist and wellness center at the former Yellow House location, a CrossFit studio in the Alan Block Building on South Main Street and a seasonal outdoor seating area at Pinocchio's Restaurant, all of which resulted in improving existing structures in town while creating numerous jobs.

Economic Development continues to remain a priority. The Economic Development Director continues to attend development conferences and meet regularly with like groups such as the Economic Development Partners, the Quaboag Valley Commercial Action Network, Mass Development, and regional directors of the Mass Office of Business Development to attract development to the five Priority Development Sites as well as to various undeveloped, underutilized parcels. The Department met numerous times with representatives of Palmer Motor Sports to discuss ongoing efforts to minimize any interruption in the quality of life for our residents and our surrounding communities. This development has had a positive impact based on information from local business owners. We continue to pursue options with the mill owners in Thorndike. Future commercial development at the Shearer/Thorndike Street intersection remains a priority and discussions with a potential developer are in progress and are expected to move in to the permitting phase this fall. The Board and Economic Development Director realize the great economic benefit a future rail stop would bring to Palmer and will continue to participate in regional forums and studies and represent Palmer's interest in this matter.

The Board continually works to improve its site design standards and parking requirements by adding more sustainable design practices to the process. The Board is also drafting a mill overlay district to diversify and augment the industrial uses currently allowed in the Village of Thorndike and a new commercial business district to accommodate denser more vertical building development centered-around pedestrian-oriented plazas. This commercial business district would be applicable to the Thorndike Street corridor as development interest continues to be oriented proximal to the Mass Pike exchange.

In closing, the Planning Board would like to thank the citizens of Palmer, elected officials, town boards and the Planning Department staff for assisting us in our planning endeavors.

Respectfully Submitted,

Michael S. Marciniec
Chairman

INSPECTION SERVICES

In 2017 the Inspection Services Department made the move "across the hall" in Town Hall and the Department is now located next to the Planning Department. Major projects started in Fy-17 include The Hospital additon, Dollar General and the Town Hall Renovations.

Between July 1, 2016 and June 30, 2017 Permit Applications, Specifications and plans were reviewed, permits were issued and construction monitored for the following:

PERMITS ISSUED IN FY-17

TYPE		NUMBER OF PERMITS	FEES TOTALS	ESTIMATED COST TOTALS
New	Commercial	2	\$ 3,800.00	\$ 467,973.00
	Single Family Homes	6	\$ 7,321.61	\$ 1,807,000.00
	Two-Family Homes	1	\$ 1,415.40	\$ 182,000.00
	Multi-Family Homes			
	Residential-Summer Camps			
Solar	Residential Commercial	55	\$ 8,811.10	\$ 1,486,006.65
		3	\$ 22,699.16	\$ 4,504,733.85
Additions	Residential Commercial	5	\$ 1,084.86	\$ 192,500.00
		1	\$ 13,990.40	\$ 14,025,000.00

Mobile Homes				
Replacement				
Renovations/Alterations	Municipal	3	\$ -	\$ 762,100.00
Residential	60	\$ 14,954.00	\$ 2,497,675.80	
Commercial	22	\$ 7,153.20	\$ 908,322.00	
Complete Renovation of buildings with two (2) or more dwelling units				
Accessory Structures	New	22	\$ 2,500.80	\$ 192,316.00
Accessory Structures	Residential	5	\$ 534.00	\$ 47,000.00
Additions	Commercial			
Decks/Porches/Stairs	Residential	40	\$ 2,782.50	\$ 225,896.00
Stairs	Commercial	2	\$ 230.00	\$ 22,000.00
Temporary Structures	Residential	1	\$ 50.00	\$ 2,000.00
	Commercial	1	\$ 35.00	\$ -
Convert	To Single Family	1	\$ 280.00	\$ 150,000.00
	To Commercial Space			
Add Dwelling unit to Single Family				
Roofing/Siding/Insulation	Municipal			
Window or Door Replacement	Residential	156	\$ 7,895.00	\$ 893,580.34
	Commercial	11	\$ 1,235.00	\$ 277,691.00
Mechanical/Sign	Metal	1	\$ -	\$ 11,000.00
	Residential	32	\$ 7,255.00	\$ 154,300.00
	Commercial	7	\$ 700.00	\$ 382,052.00
Sign	Residential	18	\$ 1,350.00	\$ 62,275.00
Pool	Above Ground	9	\$ 585.00	\$ 43,700.00
	In Ground	2	\$ 180.00	\$ 72,000.00
Solid Fuel Burning Appliances/Chimneys		24	\$ 1,170.00	\$ 61,496.19
Demolition	Residential	10	\$ 1,490.00	\$ 32,850.00
	Commercial	2	\$ 200.00	\$ 16,700.00
Certificates of Inspection (Periodic Inspections for Specified Use Groups)		36	\$ 1,720.00	\$ -
Other Income				
Occupancy/Use Permits		107	\$ -	\$ -

Electrical	274	\$ 92,334.02	
Gas	92	\$ 9,930.00	
Plumbing	168	\$ 27,349.00	
TOTALS	1179	\$ 241,035.05	\$ 29,480,167.83

Respectfully submitted,

Bonita Weeks
Inspector of Buildings

BOARD OF HEALTH

The Board of Health is required by state statutes and regulations to perform many important and crucial duties relative to the protection of public health, food safety, reporting and control of disease, promotion of sanitary living conditions, and protection of the environment from damage and pollution. If the enforcement of regulations may cause manifest injustice, the Board of Health would not conflict with the minimum standards of any applicable statute, code or regulation. We continue to prevent, promote and protect public health in the community.

Joshua Mathieu, Health Director and Chrissy Florence, Administrative Clerk/Inspector, see to the day to day activities of the Board of Health. The office is located in the Town Hall and hours are Mondays from 8:30am to 7:30pm and Tuesday, Wednesday and Thursday 8:30am to 4:30pm. The Board of Health consists of a three member board: Jayne Heede, Public Health Nurse, John Lukaskiewicz, Secretary, and Paul Benard, Chairman. The Board meets on the third Monday of each month at 6:00pm in the Town Hall.

Complaint Enforcement and Investigation:

The Massachusetts Sanitary Code, Chapter 11 Minimum Standards of Fitness for Human Habitation provides detailed standards for safe and sanitary housing. All persons should be afforded a suitable housing environment. Inspections are done upon request for compliance or when a complaint is received. The Board of Health also investigates all nuisances, unsanitary conditions, sources of filth, housing violations, and causes of sickness within the town. This year we investigated over 200 complaints.

Abandoned Housing Initiative:

Blighted properties, abandoned by their owners in residential areas, create safety hazards, attract crime and lower property values. The Attorney General's Office (AGO) Abandoned Housing Initiative uses the enforcement authority of the State Sanitary Code to turn these properties around. Working in close partnership with the AGO we continue to seek out delinquent owners of abandoned residential property and encourage them to voluntarily repair their properties and make them secure. If owners refuse, then with the assistance of the AGO attorneys we petition the relevant court to appoint a receiver to bring the property up to code. This year the Board of Health has completed 3 housing projects.

Title 5:

Sanitary sewage disposal is closely regulated to ensure the health and wellbeing of the community. The Department of Environmental Protection (DEP) regulates the surface disposal of sanitary sewage known as Title 5 of the State Environmental Code. Title 5 establishes minimum statewide standards for the design, use, siting and construction of septic systems. The Board of Health's role is to enforce the Title 5 regulations by reviewing preliminary plans for siting and design, witness percolation tests, act upon applications for permits to install, modify and repair septic systems, inspect septic installations, repairs and upgrades and order corrective measures when violations are found. To ensure proper septic system construction and handling of pumped sewage the Board of Health requires annual permits for septic disposal installers and sewage haulers. This year 27 percolation tests were witnessed. We also had 29 septic system installations/repairs.

Wells:

Private well permits are required to provide for the protection of the public health, safety welfare and the environment by, among other things, requiring the proper siting, construction and testing of private wells.

This year we issued 7 private well permits.

Food Service:

The Board issues licenses and inspects all food establishments under 105 CMR 590.000: State Sanitary Code Chapter X – Minimum Sanitation Standards for Food Establishments. The food establishments are inspected twice a year for facility cleanliness, food safety, food security, consumer protection and up-to-date certifications. All foodborne illness reports are immediately investigated.

The Board of Health issued the following permits:

1-Day Food	27
Bakery	6
Body Art Establishment	1
Body Art Practitioner	1
Deli	3

Food Service	48
Frozen Desert	11
Funeral Director	2
Milk	42
Mobile Food	2
Mobile Home Park	1
Motel / Cabins	2
Nonsewered Toilets	5
Recreational Camp	1
Retail Food	19
Seasonal Food	4
Septic Hauler	14
Septic Installer	16
Snack Rack	7
Swimming Pool / Hot Tub (Public)	3
Tanning	2
Tobacco	19
Trash Collection	4

Animal Inspector:

Pamela Harris, Animal Inspector, investigates animal bites, possible exposure to rabies, issues quarantines as needed and conducts annual barn inspections. This year we had 26 animal bites and 5 animals were submitted to the MA State Rabies laboratory for testing.

Communicable Disease Control:

The Massachusetts Bureau of Communicable Disease Control requires the Board of Health to conduct a disease surveillance follow-up investigation for all notifications of a confirmed or unconfirmed communicable disease event in the Town. Palmer is in the Massachusetts Virtual Epidemiologic Network – (MAVEN). MAVEN is a web based disease surveillance and case management system that enables the Massachusetts Department of Public Health to capture and transfer appropriate public health, laboratory and clinical data efficiently and securely over the internet in real-time. The following are the cases we responded to this year:

Babesiosis	4
Ehrlichiosis	1
Giardiasis	1
Group A Streptococcus	2
Group B Streptococcus	1
Hepatitis C	21
Human Granulocytic Anaplasmosis	6
Influenza	151
Lyme Disease	27

Pertussis (and other Bordetella Species)	1
Salmonellosis	1
Streptococcus Pneumoniae	1
Tuberculosis	11
Tickborne (other)	1
Varicella	2

Immunization:

We are using the Massachusetts Immunization Information System (MIIS). The MIIS contains online, secure and real-time immunization records for individuals across the Commonwealth of Massachusetts. The goal of the MIIS is to give healthcare providers and families a tool to help ensure that all individuals are immunized based on the latest recommendations. Immunizations are a cornerstone of public health. They have been ranked by the Centers for Disease Control and Prevention (CDC) as one of the ten greatest public health achievements of the 20th Century. The Massachusetts Department of Public Health (MDPH) Immunization Program is committed to promoting the health of Massachusetts's citizens by reducing the burden of vaccine preventable diseases that affect residents of the Commonwealth.

Grants:

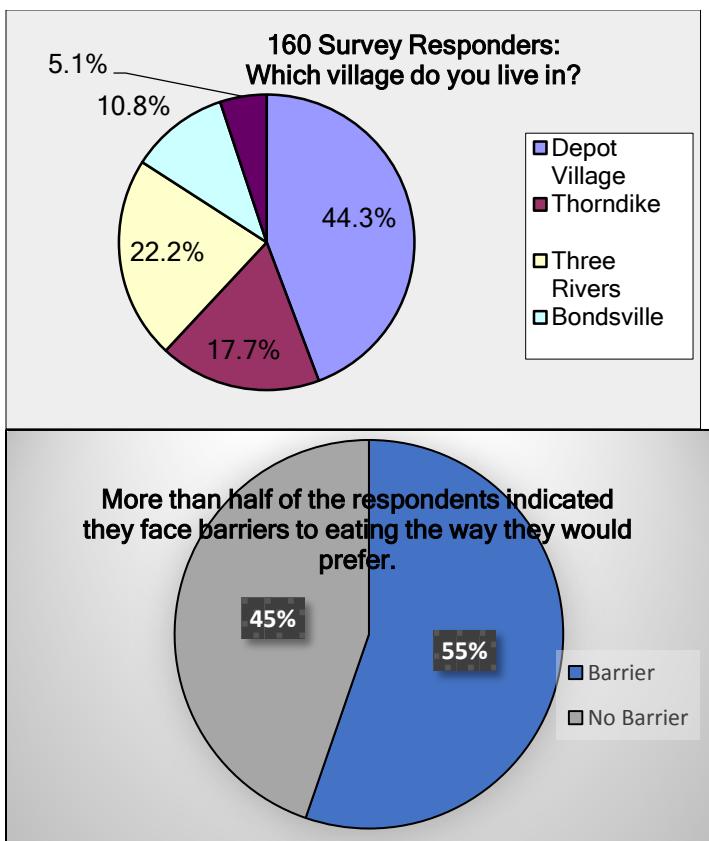
We applied for and received a grant through MHOA to fund an internship in our office. We used these funds to facilitate a focus group that was previously identified as having an interest in helping the town develop animal regulations that were fair to all residents of the Town of Palmer. The intern was asked to contact the interested parties by phone, email and in-person meetings to discuss the previously proposed regulations and gather feedback from them on any changes/modifications they feel would be appropriate. The goal of this process is to research what other cities and towns use as animal control within their districts, analyze what types of animal complaints the board has received in the past, and develop a set of regulations that identifies how animals will be kept within the Town of Palmer.

Below is a summary of the internship:

- The intern successfully analyzed previous complaints the board received and used them as her working baseline to rewrite the animal regulations for the town.
- The intern reached out to several members of the community who previously expressed an interest in being on a committee to help rewrite animal regulations for the town.
- The intern managed a focus group of 15 residents.
- The intern provided weekly emails to focus group containing the ongoing revised regulations, which involved sorting through their comments and concerns and researching other local regulating authorities.
- The intern hosted one on-site meeting with the members of the focus group to finalize all areas of concern and was able to draft a set of regulations that everyone was able to see as being fair.
- The town held a public hearing on May 14th, and officially adopted the regulation on June 1st.

Mass in Motion:

Palmer became a Mass in Motion community in September 2014. Mass in Motion is a statewide movement that promotes opportunities for healthy eating and active living in the places people live, learn, work and play. We also help residents think differently about what they eat and how much they move so they can make better choices to feel healthy and live well. In 2017 one of our primary initiatives was to conduct intercept surveys regarding access to affordable, healthful food in Palmer, and to understand any situational or financial barriers families may face eating the way they would like to eat among targeted groups. The two targeted groups that we chose were parents with young children and seniors.



Hampden County Health Improvement Plan:

In 2017 we worked on developing the Hampden County Health Improvement Plan. Hampden County Massachusetts has ranked last among Massachusetts' 14 counties with respect to health outcomes for the last six years according to the County Health Rankings and Road Map report produced each year by the Robert Wood Johnson Foundation in collaboration with State Departments of Public Health (www.countyhealthrankings.org). The Hampden County Health Improvement Plan presents a strategic path forward to improve health outcomes of the 467,319

people living in the county's 23 cities and towns. Five years ago, Frank Robinson, Ph.D., formerly the Executive Director of Partners for a Healthier Community, and currently Vice President, Public Health and Community Relations for Baystate Health, convened stakeholders—health and planning professionals, along with elected officials, to launch a collaborative process to improve health outcomes in Hampden County. Since then the Hampden County Health Coalition has worked with the western Massachusetts Office of the Department of Public Health (MDPH) and staff from the Pioneer Valley Planning Commission (PVPC), together with other members of the Ad Hoc Hampden County Health Improvement Plan (CHIP) work group and the members of the Hampden County Health Coalition (HCHC) to advance this process.

A county health improvement plan is a long-term, systematic effort to address public health problems on the basis of the results of a county health assessment. This plan will be used by health and other governmental, education, economic development and human service sectors, in collaboration with community partners to set priorities and coordinate and target resources in order to enhance health outcomes for Hampden County residents. A county health improvement plan is critical for developing policies and defining actions to target efforts that promote health. It should define the vision for the health of the county through a collaborative process and should address the gamut of assets, strengths, weaknesses, challenges, and opportunities that exist to improve the health status of the county, within the context of a region. The problem identification portion of this CHIP, that is, the community (and in this case, 23 communities) health needs assessment (CHNA), was facilitated by the Coalition of Western Massachusetts Hospitals/Insurers, who, through a competitive procurement process, engaged a consulting team lead by Partners for a Healthier Community and including the Collaborative for Educational Services and the Pioneer Valley Planning Commission to complete their CHNA from October 2015 to June 2016. In addition to the findings of the CHNA, we supplement our problem identification with the last five years of reports from the County Health Rankings and the Robert Wood Johnson Foundation.

Tobacco:

With new trends in tobacco use and products we are working to revise and update the current tobacco regulations.

Emergency Preparedness:

We continue to develop and up-date our ALL-Hazards Emergency Dispensing and Shelter Plans. In the event of a natural disaster or a public health emergency we need to rely on our preparedness, plans, database of resources, equipment and personnel.

Quaboag Regional Emergency Planning Committee:

We are members of the Quaboag Regional Emergency Planning Committee. The REPC is committed to preserving the community and its resources by maintaining a Regional Hazardous Materials Plan to minimize the risk to public safety, health and property damage.

Hampden County Health Coalition (HCHC):

We are members of the Hampden County Health Coalition. The Coalition coordinates and collaborates with public health entities to improve and safeguard the quality of life for our residents and plan for natural and man-made disasters. The Coalition has implemented a Shared Public Health Nurse Assistance program with the Ludlow Public Health Nurse to address long-term unmet needs and service local public health gaps.

PHEP project work – Palmer and the HCHC, 2017

Participating in Hampden County Health Coalition PHEP projects and deliverables, including:

- Caldown and alert system drills – Health and Homeland Alert Network (HHAN), WebEOC
- Drills of components of the distribution of medical countermeasures:
 - Emergency Dispensing Site (EDS) activation
 - Staff notification and assembly
 - Facility setup
 - Use of ICS for resource management at the EDS
- Outreach to groups of people with functional and access needs that may need special support in order to receive necessary medical countermeasures (people living in group homes, people living in long-term care facilities)
- Membership in the Health and Medical Coordinating Coalition, linking Public Health with the partner disciplines of hospital care, long-term care, EMS, and community care centers
- Provision of case reporting and investigation services for the MA Virtual Epidemiology Network (MAVEN) of MDPH via utilization of HCHC's MAVEN nurse
- Revision EDS Plans:
 - Updating contact information
 - Outreach to community contacts and partners
 - Completing a walkthrough of the Pathfinder Regional School with school administrators and security professionals, collaborating to design the most efficient circuits for dispensing and for moving people in and out of the EDS
 - Designing alternate dispensing circuits to be used in the event of a medical countermeasures distribution for a contagious disease (e.g., several different drive-through circuits that would permit the dispensing of oral meds or the vaccination of clinic guests without exposing large numbers of staff or clinic guests to the organism in question)

Pioneer Valley Mosquito Control District (PVMCD):

This year we have been working with other communities and the State Reclamation and Mosquito Control Board. We have established the Pioneer Valley Mosquito Control District (PVMCD).

The PVMCD wishes to help member communities better understand their own risks of harboring the mosquitoes that can carry and transmit harmful diseases to humans BEFORE local decisions are made to appropriate funding for ongoing surveillance and/or population control. This summer, the PVMCD is doing a GIS habitat assessment to communities that vote to join the District for one year - without any further obligation to remain a member.

At the end of the 2018 season, each member community will receive a free, customized report with a mapping analysis of habitats for disease-carrying mosquitoes, their proximity to public spaces and vulnerable populations, and recommended next steps. Our community would have the data it needs to make an informed decision about joining again in 2019 to order a la carte mosquito control services, such as surveillance trapping, lab testing, and larvacide applications.

This service is free of charge to communities that vote to join the PVMCD in 2018 for a one-year membership. All costs will be covered by a generous Efficiency and Regionalization grant awarded by the state to the PVMCD trust fund. Fortunately, the grant funding is enough to cover not only the risk assessment but also the procurement of mosquito control equipment.

Hazardous Waste:

On September 17 we participated in the 2017 household hazardous waste regional collection day. 307 cars had pre-registered. 282 cars came thru the line and about 97 dehumidifiers were collected to be recycled.

Drug and Needle Collection:

The Board of Health and Palmer Police participated in one Drug Take Back program on Saturday, April 29, 2017. That was our last one day scheduled event due to the fact that we now have permanent drop off kiosks for sharps and drug. The sharps container is located in the town hall and is available to the public during normal business hours. The drug drop off container is located in the lobby of the police station is available to the public during normal business hours.

The Board and staff acknowledge and appreciate the assistance and cooperation of all Town Boards, Departments, Commissions and Community Organizations.

Respectfully Submitted,

Palmer Board of Health

COMMUNITY DEVELOPMENT DEPARTMENT

During Fiscal Year 2018, a great deal of change took place in the Community Development Department. Longtime Director, Alice Davey, retired after 27 years of service. Alice successfully obtained over \$10 million in grant funding for the Town. These monies have helped to fund a variety of projects, including the rehabilitation of Memorial Hall, façade improvements to local storefronts, many studies and plans to help to improve the Town, improvements to two parks, renovations to three playgrounds, the installation of thousands of feet of new water and sewer lines, replacement of over 6,000 linear feet of sidewalks, and creating safe and sanitary housing for hundreds of Palmer residents. The Town is very appreciative of the tremendous amount Alice accomplished for the residents of Palmer and wish her all the best in her retirement. The new Director, Sarah Szczebak, came on board in March of 2018.

During this past year, the Department primarily worked on the FY 17 Community Development Block Grant (CDBG) that was awarded to the Town through the Massachusetts Department of Housing and Community Development. Activities in this grant included:

- Approximately \$75,000 to repair three homes through the Housing Rehabilitation program. This longstanding program helps homeowners correct building and sanitary code violations in their homes. Typical repairs include: new roofs, new heating systems, new septic systems, and repairing faulty electrical lines and plumbing.
- \$300,000 to renovate the Thorndike Playground. Work began on the project during the summer and will be completed by the fall of 2018. Improvements include replacing all of the playground equipment with new, safe, and modern playscape equipment, as well as repainting the basketball court.
- \$30,000 for domestic violence prevention services. This funding provides for a coordinator for the Palmer Domestic Violence Task Force and a Domestic Violence Advocate. The Task Force has had many successful events this year to raise awareness about domestic violence, including National Night Out, Yellow Dress, and several fundraising events, including a 5k walk and an event at the Steaming Tender. The Domestic Violence Advocate is based in the courthouse and assists victims of domestic violence with navigating the complexities of the court system, as well as helping victims to rebuilding their lives. Over 200 victims have been assisted with funding from this grant.

Additional CDBG funding was applied for through the State's FY 18 funding round, but unfortunately was not awarded. The Town plans on applying in early 2019 for more CDBG funds in the FY 19 funding round.

The Community Development Department has partnered with the Quaboag Valley Community Development Corporation and the South Middlesex Housing Opportunity Council to obtain grant funding from Project Reinvest and Mass Development to create a fitness trail at Laviotte Field. A substantial amount of funding was also crowd-funded from community residents and businesses. Work began over the summer and will be complete by fall of 2018. The project will including an

approximately half-mile long trail around the perimeter of the field; the installation of 9 fitness stations; and adding several trash cans, recycle bins, and park benches.

Respectfully submitted,

Sarah Szczebak
Community Development Director

PALMER COUNCIL ON AGING

The mission of the Palmer Council on Aging/Senior Center is to identify the total needs of the senior population, to promote and encourage new and existing activities, to provide services and education to enhance the quality of life for elders and to assist elders to age with dignity and independence. Senior Center staff is obliged to create an atmosphere that acknowledges the value of human life, affirms the dignity and self-worth of the older adult participant, and maintains a climate of respect, trust and support. Within this atmosphere, the staff creates opportunities for older adults to apply their wisdom, experience and insight and to exercise their skills.

Council on Aging Board Members: Genevieve Bates, Chairperson; Cathy Plouffe, Vice Chair; Linda Lamay, Secretary; Peggy Corriveau; Betty Koss; Sharon Lemieux and Dorothy Nadolski.

The Council on Aging provided a broad range of services to Palmer's 60+ populations during the year **July 1, 2017 thru June 30, 2018**. The 2010 Census shows that there are 2,496 senior citizens in the Villages of Palmer. Of the 2,496 Senior Citizen's of Palmer, approximately 1388 unduplicated elders received a direct or in-direct service from the Council on Aging. Twelve issues of the Senior Center Newsletter were printed and 800 per month were distributed.

To care for the physical needs of our 60+ population, cholesterol, glucose and blood pressure screenings are available weekly with Donna Brown, RN, Professional Medical Services Inc., audiology screenings, foot care, massage therapy, exercise programs, and recently added the M3 (music, movement and mayhem) exercise program for those who don't like traditional exercise programs. To meet the social needs we have card playing, bingo, chess, dominoes, Coloring, Wii games, movies, cribbage, night time pitch, Bridge, game day, day time pitch league, painting class, crafts class, pool playing, once month special breakfast, and spent some time at Orchard Valley Assisted Living for their Summer concert series this past June. We held a celebration for every holiday and our Annual 90+ Birthday Party, Annual 4th of July Cookout at Pulaski Park and Annual Christmas Party at the Elks in Ludlow.

Outreach continues to be much needed and utilized service to the elders of Palmer. There were 491 unduplicated seniors who were served through outreach. A total of 1,231 duplicated services including but not limited to home & office consultation, phone consultation, fuel assistance, Knox boxes, housing, family support, insurance, nutrition, cell phone, medical, homecare, nursing home, elder abuse, utilities, support services, etc.

Outreach Coordinator is S.H.I.N.E. certified and helped numerous elders with health insurance.

We also provide a free S.H.I.N.E. Counselor from the Springfield Agency twice a month and Lawyer once monthly. AARP sponsored Income Tax Preparation from February thru April 15th. There are various monthly programs available on issues facing seniors. Medical equipment was available to be loaned at no charge as needed and sixty eight individuals took advantage of this program. Professional Medical Services, Inc. provided the senior center with a nurse for 3 hours a week and she provided 182 service units for 76 seniors. The Arthritis Foundation certified instructor held Arthritis & Tai Chi exercise class two days a week. Scantic Valley YMCA provided instructors Mon., & Wed. for strength training classes. Swimming is also available, 2x/week for Palmer seniors at the YMCA. Lifecare provides a substitute for our Tia Chi when instructor is out. The center also provides Wii Bowling and Zumba. There were 212 seniors that took advantage of these exercise programs.

We provide breakfast every Tuesday and Thursday morning and served 1149 meals this past fiscal period. A congregate meal program is offered at the Palmer Senior Center on Monday, Wednesday and Friday which totaled 2370 meals; these meals are sponsored through Greater Springfield Senior Services, Inc. The Council on Aging continues to provide supportive services to homebound elders. In Home Meals are provided for our seniors five days a week, 9297 meals. We continue to provide in and out of town transportation 958 unduplicated passengers, (person who used the service during the reported month n matter how many times) including 72 passengers under 60 utilized this service. We provided a total of 2959 rides. We have 2 lift-equipped vans in operation Monday thru Friday from 8:00 a.m. till 4:00 p.m. We have three volunteers who provide rides for medical appointments when our vans are fully booked.

1200 Brown Bags were distributed this past fiscal year to 100 seniors as part of the Western MA Food Bank Program for seniors. Thirty seniors received fresh vegetables from the Farm share Program, part of the Community Involved in Sustaining Agriculture at no cost. They received \$10.00 per week worth of fresh vegetables for 10 weeks provided by D & R Farms from Hampden, MA. We distributed 65 Farmers Market Coupons valued at \$25.00. Tax Assistance, transportation, information and referrals, home delivered and congregate meals were also available to those 60+. We allow those less than 60 years to attend our social programs and exercise classes. There were 95 deaths of persons over the age of 60.

We had 37 volunteers with a total of 2011.42 volunteer hours donated to the Senior Center, which is valued \$30,324.75 worth of service according to Elder Affairs. THANK YOU!! A total of \$ 43,652.00 was received in grant monies during the FY18 fiscal year for various uses. I would like to thank all of the staff, volunteers, Council on Aging Board Members and The Friends of Palmer Senior Center for all the work that they do all year. The Friends of Palmer Senior Center they give very generously to the Palmer Senior Center to fund programs and

purchase items needed for the center. They gave a total of \$1,205.81 to the Council on Aging in FY18 THANK YOU!! You are a wonderful group of people!!

Respectfully submitted,
Marlene Johnson
Executive Director

DEPARTMENT OF VETERAN SERVICES

Under Chapter 115 of the Massachusetts General Laws, the Commonwealth provides a needs-based means tested program of financial aid and medical assistance for low – income veterans and their dependents, through the Department of Veterans' Services administered by veteran's service agents throughout the state. The Veterans' Services Office works closely with Veteran Service Organizations, the Department of Veteran Affairs and other state agencies to insure that Veterans are aware of all benefits that are available to them not just Veteran Benefits to included lower electric bill rate, government SNAP program, government cell phones, government health insurance, etc.

In the beginning of FY18, July 1st, 2017, the number of M.G.L. Chapter 115 Veterans Benefits active clients started at 36. Throughout FY18, four (4) new clients were added due to unemployment, four (4) were added due to retirement/disability, and three (3) clients were added which are required to meet a monthly medical spend down amount to receive benefits. Total throughout FY18 we added a total of 11 new clients.

During FY18, two (2) clients were terminated due to gaining and sustaining meaningful employment, one (1) client was terminated due to his passing, and one (1) client was terminated due to relocation. The total number of terminated clients throughout FY18 was four (4); which brought the FY18 ending total of active clients to 44.

The approved FY18 Budget allocated \$270,000.00 for Veterans Benefits, and due to the increase in clients throughout FY18 and the Cost Of Living Increase of 2.5% in January 2018, we exceeded the budgeted amount and paid out by \$13,235.34. The average monthly expenditure on Veterans Benefits was \$23,602.95, with a total amount expended during FY18 of \$283,235.34. The Massachusetts Department of Veterans Services (DVS) reimburses the Town 75% of the annual amount expended, which equals \$212,426.51. This reimbursement is dispersed on a quarterly basis throughout the year. It is important to note the Town will only receive reimbursement if the Veteran Service Officer (VSO) remains in compliance and certified, otherwise the Town will only receive reimbursement at a rate of 50%.

Below outlines MGL Ch115 Client Demographic Data as detailed:

31	Male Veterans
3	Female Veterans
9	Widows
1	Surviving Child
44	Total

Below outlines MGL Ch115 Client Age Demographic Data as detailed:

70.5	Average Age of All Clients
73.37	Average Age of Active Clients
45	Average Age of Unemployed Clients

Definitions:

Active Client: actively receiving monthly Ordinary, Fuel, and Medical Benefits

Un-Employed Client: must comply with Employment Development Plan, and provide previous month detailed banking statement at the beginning of each month.

Medical Spend Down Client: must meet spend down amount using monthly medical liabilities (medical insurance premiums, doctors visit & prescriptions copayments) to receive benefits.

Below outlines FY11 through FY18 MGL Ch115 Client Data for reference and comparison.

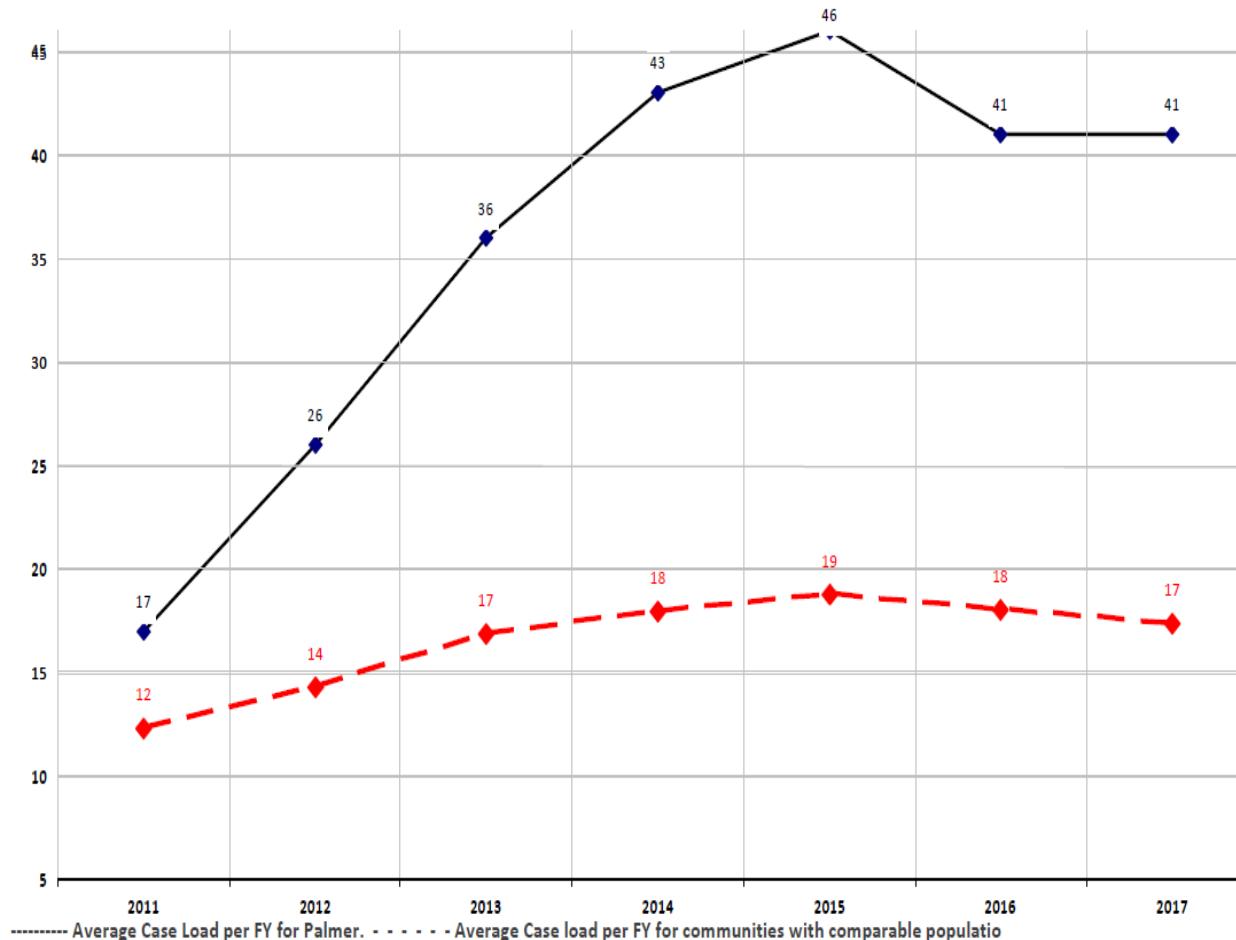
Please note that the FY18 Data is for Reference Only, as the data had not been closed

The chart below outlines communities with comparable population:

Palmer

Current VSO : Troy Brin

Case load comparison of Palmer vs communities with comparable population

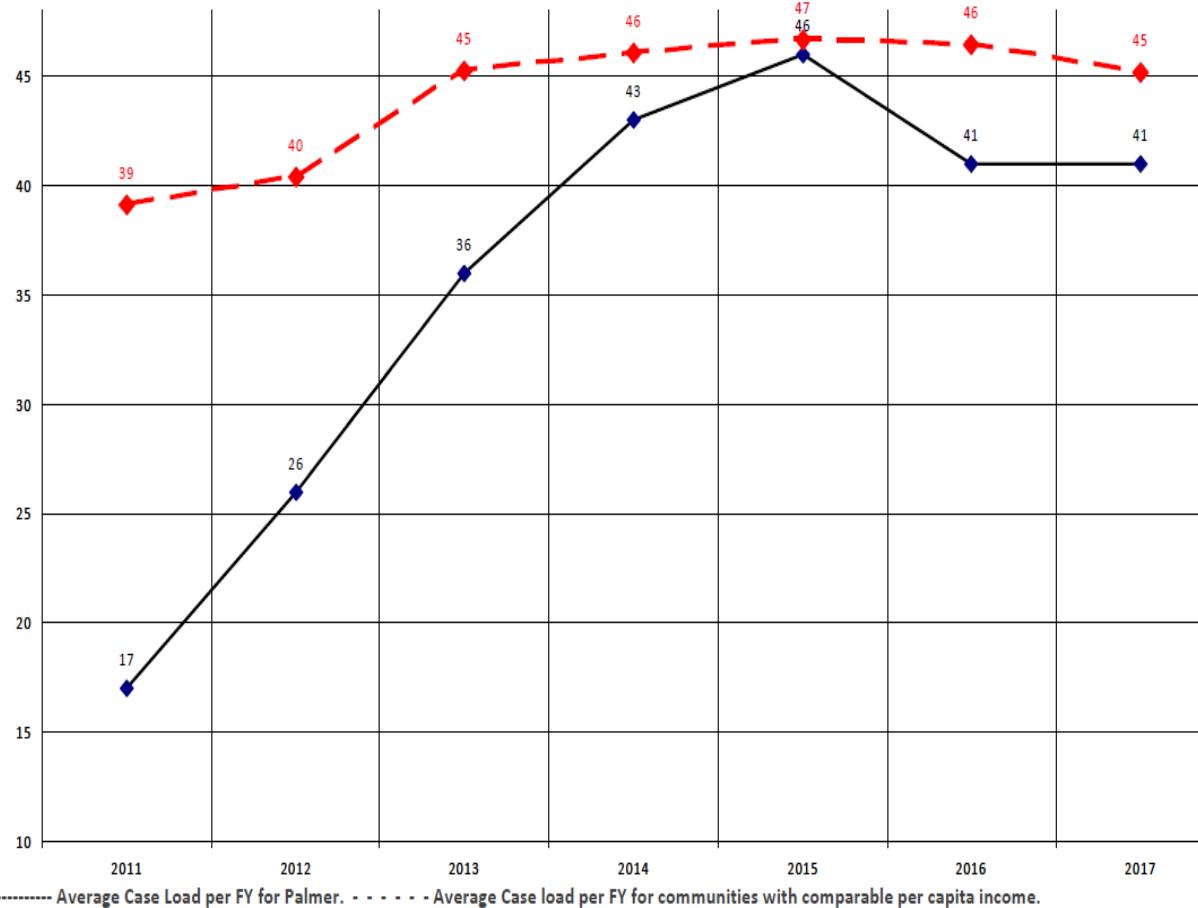


The chart below outlines communities with comparable per-capita income:

Palmer

Current VSO : Troy Brin

Case load comparison of Palmer vs communities with comparable per capita income

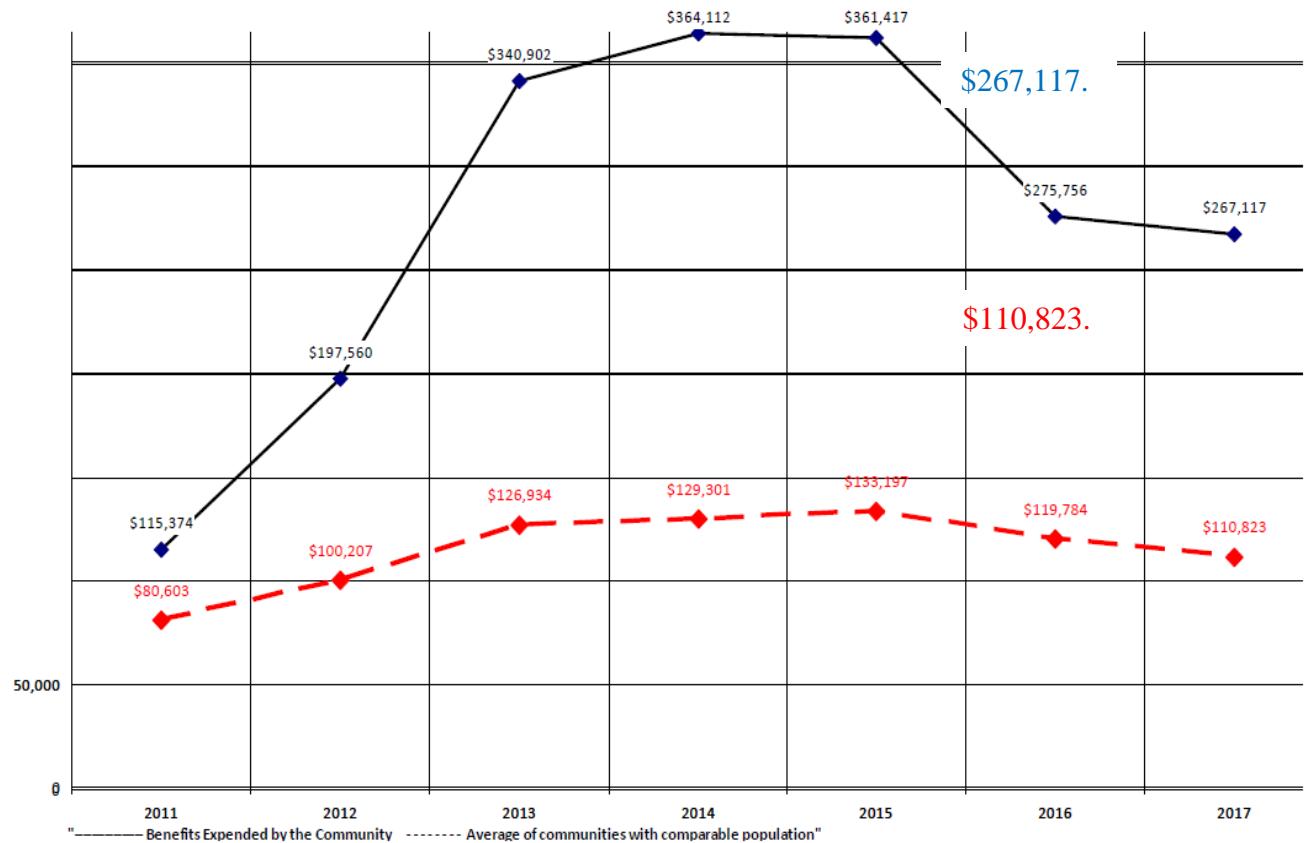


The next chart below outlines expenditures (benefits paid) compared to the average of communities with similar populations:

Palmer

Current VSO : Troy Brin

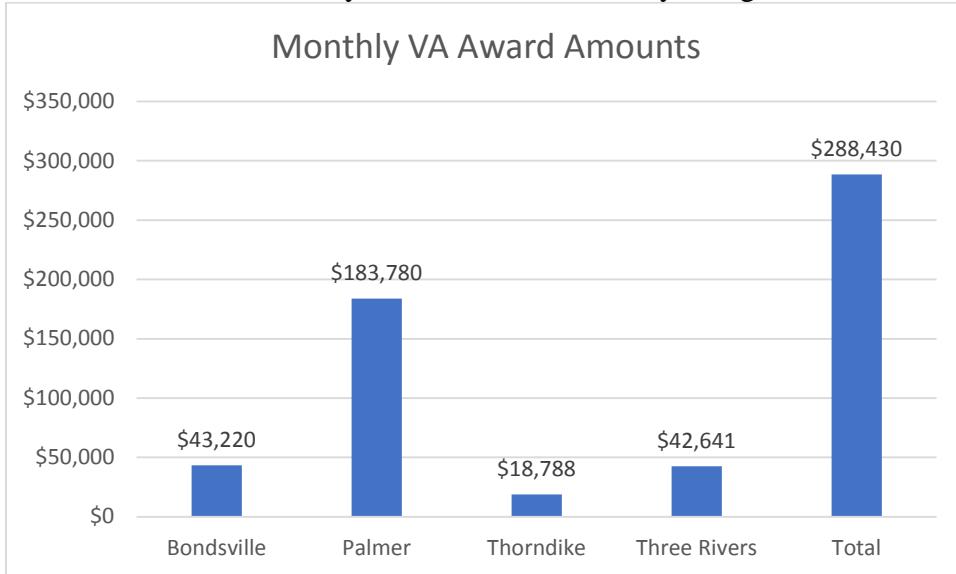
Benefits paid by Palmer Compared to the average of communities with similar population.



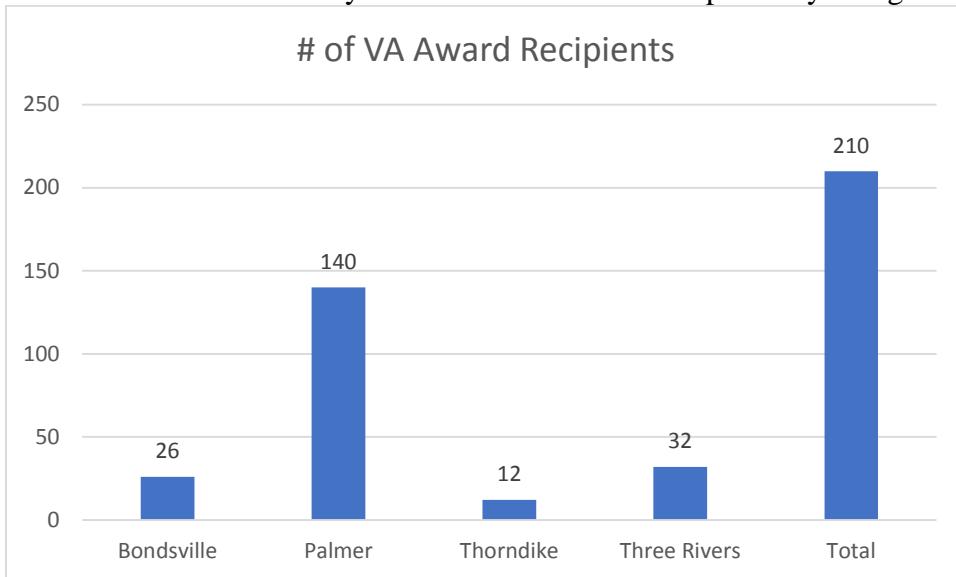
The historical data shows that the Veteran Services' Department in Palmer has on average 24 more cases than communities with similar populations, and in FY17 alone spent \$156,294 more on M.G.L. Ch115 Veterans Benefits. It is assessed that this is due to the high veteran and elderly population, as well as veterans, widows and surviving children which live at or below 200% of the Federal Poverty Line (FPL).

In contrast to the expense paid on MGL Ch115 Veterans Benefits, it is just as important to note that as of November 15, 2017, 210 veterans, surviving spouses and family members receive a monthly Department of Veterans Affairs (VA) award based on eligibility and service criteria.

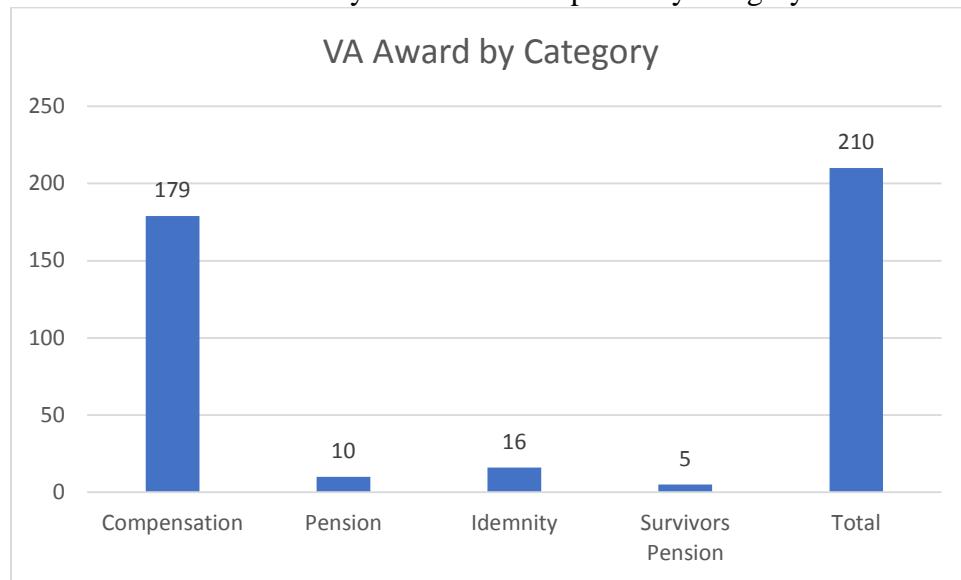
Below outlines the monthly VA Award Amounts by village:



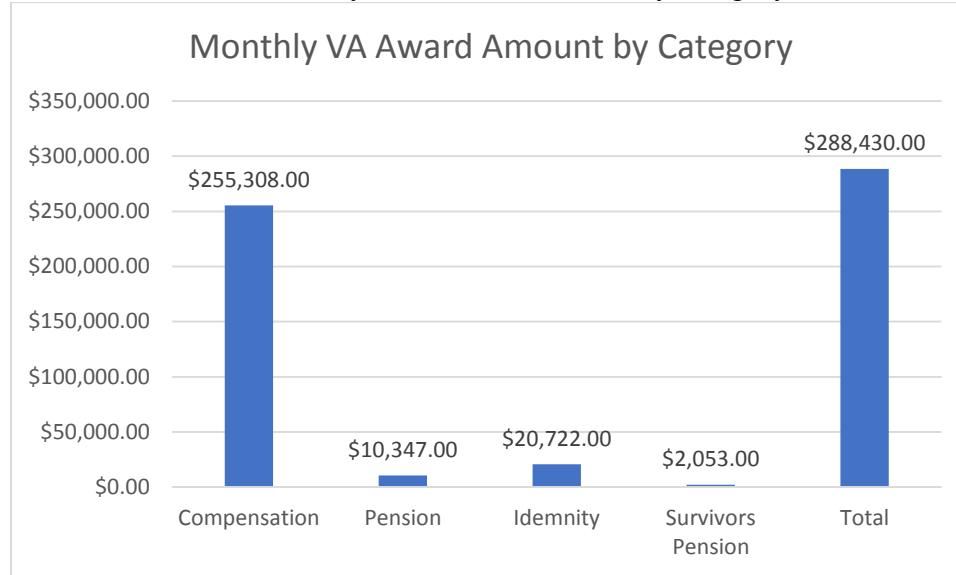
Below outlines the monthly VA Award number of recipients by village:



Below outlines the monthly VA Award recipients by category:



Below outlines the monthly VA Award amounts by category:



VA Award Category Definitions:

Disability Compensation: is a tax free monetary benefit paid to Veterans with disabilities that are the result of a disease or injury incurred or aggravated during active military service.

Compensation may also be paid for post-service disabilities that are considered related or secondary to disabilities occurring in service and for disabilities presumed to be related to circumstances of military service, even though they may arise after service. Generally, the

degrees of disability specified are also designed to compensate for considerable loss of working time from exacerbations or illnesses.

Veterans Pension: Tax-free monetary benefit payable to low-income wartime Veterans.

Dependency and Indemnity Compensation (DIC): is a tax free monetary benefit paid to eligible survivors of military Service members who died in the line of duty or eligible survivors of Veterans whose death resulted from a service-related injury or disease.

Survivors Pension: Tax-free monetary benefit payable to a low-income, un-remarried surviving spouse and/or unmarried child(ren) of a deceased Veteran with wartime service.

Although the data is from mid-year of FY18, it displays that the Veterans Services' Department has taken an active role to transition qualifying low income veterans from MGL Ch115 Veterans Benefits to Federal VA Benefits. Additionally the monthly award amount is spent within our local community and provides veterans and surviving family members with sustainable income to maintain their quality of life.

In closing, it is important to note that the Veterans Agent here in Town takes an active role to explore all available federal and state benefits, and works with service members, veterans and their surviving family members to explore which benefits they qualify for and assists them directly with applying for the benefit. The Veterans Agent is a proud member of both the Western Massachusetts Veteran Services Officers Association (WMVSOA), the Massachusetts Veteran Service Officers Association (MVSOA), as well as an elected member of the MVSOA Executive Board (E-Board) and Committee Member of the 108 Code of Massachusetts Regulations (CMR).

If you have any questions regarding this information, please feel free to contact me at office:
413.283.2610, cell: 850.218.1250 or tbrin@townofpalmer.com; fax: 413.283.2637

Regards,

A handwritten signature in black ink, appearing to read "T.J.B." followed by a dash and a horizontal line.

Troy J. Brin
Veterans Agent
Town of Palmer

ASSESSORS' DEPARTMENT

LOCAL EXPENDITURES

Appropriations	\$37,093,925.00
Offsets	\$161,433.00
Tax Title	\$40,000.00
Snow & Ice Deficits	\$231,841.43
State & County Charges	\$823,878.00
Overlay	\$220,881.11
TOTAL AMOUNT TO BE RAISED	\$38,571,958.54

ESTIMATED RECEIPTS AND OTHER REVENUE SOURCES

Cherry Sheet Estimated Receipts	\$13,380,711.00
Local Estimated Receipts	\$5,227,064.00
Other Available Funds	\$336,520.00
Free Cash	\$571,000.00
TOTAL ESTIMATED RECEIPTS	\$19,515,295.00
NET AMOUNT TO BE RAISED	\$19,056,663.54

NET AMOUNT TO BE RAISED / TOTAL VALUATION = TAX RATE FY2018

$$\$19,056,663.54 \quad / \quad \$923,287,962.00 \quad = \quad \$20.64$$

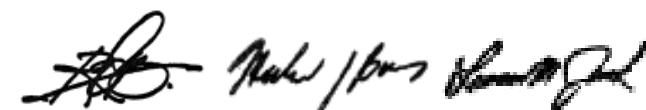
CLASSIFIED PERCENTAGES

	LEVY PERCENTAGE	LEVY BY CLASS
RESIDENTIAL	80.9538%	\$15,427,088.22
OPEN SPACE	0.00%	\$0.00
COMMERCIAL	7.1107%	\$1,355,068.36
INDUSTRIAL	4.6980%	\$895,278.58
PERSONAL PROPERTY	7.2375%	\$1,379,228.58
	100.00%	\$19,056,663.54

VALUATION BY CLASS

RESIDENTIAL	\$747,436,435.00
OPEN SPACE	\$ 0.00
COMMERCIAL	\$ 65,652,537.00
INDUSTRIAL	\$ 43,375,900.00
PERSONAL PROPERTY	\$ 66,823,090.00
TOTAL VALUATION	\$923,287,962.00

On behalf of The Board of Assessors,
Respectfully submitted by Robert W. A. Leroux, Principal Assessor



Robert W. A. Leroux Michael J. Burns Lawrence M. Jasak

TAX COLLECTOR

Schedule of Outstanding Receivables as of June 30, 2018

Real Estate Taxes

Levy of 2018	494,077.79
Levy of 2017	110,152.14
Levy of 2016	5,304.43
Levy of 2015	2,314.80
Prior Years	46,980.89
Total	\$658,830.05

Personal Property Taxes

Levy of 2018	22,035.16
Levy of 2017	1,975.84
Levy of 2016	3,285.68
Levy of 2015	3,102.09

Prior Years	42,747.56
Total	\$73,146.33

Motor Vehicle Excise

Levy of 2018	169,300.66
Levy of 2017	57,558.63
Levy of 2016	20,765.62
Levy of 2015	11,793.83
Prior Years	76,930.21
Total	\$336,348.95

UTILITY BILLING Charges

Sewer	535,762.47
Utility Liens Added to Taxes	40,612.08

Special Assessments Receivable

Committed interest added to taxes	4,580.32
Total	\$580,954.87

Grand Total **\$ 1,649,280.20**

PARKING CLERK
Fiscal Year 2018

35 tickets = \$ 1,080.00 PAID IN FINES

Respectfully submitted by,

Carolyn I Baldyga
Town Collector

Treasurer's Report

<u>Financial Institution</u>	BALANCE
Bartholomew	665,735.27
Belmont Savings	345,122.51
Century Bank	1,589,857.49
Country Bank	4,640,526.89
Eastern Bank	7,156.31
Monson Savings	1,458,497.96
North Brookfield Saving	25,610.76
Westfield Savings	237,131.33
Easthampton Savings	518,944.40
Peoples United Bank	2,018,726.12
Unibank	3,052,461.96
East Boston Savings	214,378.87
United Bank	102,587.41

Accountant Report

Dept. Name	Function	Encumbered From 2017	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2019	Ending Balance
Town Council	Stipend	-	8,400.00	-	8,400.00	8,000.00	400.00	-	400.00
	Expenditures	-	2,400.00	-	2,400.00	2,211.78	188.22	-	188.22
		-	10,800.00	-	10,800.00	10,211.78	588.22	-	588.22
Town Manager	Salaries	-	188,450.00	-	188,450.00	185,174.31	3,275.69	-	3,275.69
	Expenditures	-	64,500.00	(86.36)	64,413.64	61,940.78	2,472.86	225.00	2,247.86
		-	252,950.00	(86.36)	252,863.64	247,115.09	5,748.55	225.00	5,523.55
Audit	Expenditures	-	23,000.00	-	23,000.00	22,000.00	1,000.00	-	1,000.00
	Transfers	-	35,000.00	(31,706.50)	3,293.50	3,293.50	-	-	-
Reserve	Expenditures	-	850.00	-	850.00	-	850.00	-	850.00
	Salaries	-	101,421.00	-	101,421.00	100,846.13	574.87	-	574.87
Actuarial	Expenses	-	3,650.00	-	3,650.00	1,022.04	2,627.96	-	2,627.96

		-	105,071.00	-	105,071.00	101,868.17	3,202.83	-	3,202.83
Central Purchasing	Expenses	212.06	287,825.00	(40,324.24)	247,712.82	245,218.92	2,493.90	2,020.95	472.95
Assessors	Salaries	2,775.00	93,898.00	700.00	97,373.00	93,052.47	4,320.53	-	4,320.53
	Expenses	3,000.00	10,435.00	(700.00)	12,735.00	9,289.79	3,445.21	-	3,445.21
	Revaluation	2,025.00	30,000.00	-	32,025.00	14,425.00	17,600.00	15,575.00	2,025.00
		7,800.00	134,333.00	-	142,133.00	116,767.26	25,365.74	15,575.00	9,790.74
Treasurer	Salaries	-	71,185.00	(1,250.00)	69,935.00	63,893.85	6,041.15	-	6,041.15
	Expenses	-	7,560.00	1,250.00	8,810.00	7,550.44	1,259.56	-	1,259.56
Tax Title	Expenses	137,423.22	12,000.00	-	149,423.22	22,563.72	126,859.50	126,859.50	-
		137,423.22	90,745.00	-	228,168.22	94,008.01	134,160.21	126,859.50	7,300.71
Collector	Salaries	-	82,590.00	-	82,590.00	81,329.87	1,260.13	-	1,260.13
	Expenses	120.70	12,815.00	-	12,935.70	9,044.47	3,891.23	-	3,891.23
Tax Title	Expenses	3,000.00	3,000.00	-	6,000.00	4,425.24	1,574.76	-	1,574.76
		3,120.70	98,405.00	-	101,525.70	94,799.58	6,726.12	-	6,726.12
Laws & Claims	Salaries	-	40,000.00	34,465.86	74,465.86	74,465.86	-	-	-
	Contract	-					-	-	-

		15,000.00	9,255.52	24,255.52	24,255.52			
		- 55,000.00	43,721.38	98,721.38	98,721.38	-	-	-
Computer Maint.	Expenses	- 71,000.00	15,408.25	86,408.25	84,701.75	1,706.50	1,706.50	-
Town Clerk	Salaries	- 88,865.00	(4,678.99)	84,186.01	82,819.80	1,366.21	-	1,366.21
	Expenses	- 1,500.00	-	1,500.00	502.38	997.62	-	997.62
		- 90,365.00	(4,678.99)	85,686.01	83,322.18	2,363.83	-	2,363.83
Elections & Reg	Salaries	- 12,000.00	(5,222.96)	6,777.04	6,777.04	-	-	-
	Expenses	1,595.49	11,000.00	- 12,595.49	10,099.51	2,495.98	520.97	1,975.01
		1,595.49	23,000.00	(5,222.96)	19,372.53	16,876.55	2,495.98	520.97
								1,975.01
Conservation	Salaries	- 28,815.00	-	28,815.00	28,704.00	111.00	-	111.00
	Expenses	- 1,500.00	-	1,500.00	1,484.40	15.60	-	15.60
		- 30,315.00	-	30,315.00	30,188.40	126.60	-	126.60
Planning Board	Salaries	- 105,800.00	(16,691.50)	89,108.50	87,462.72	1,645.78	-	1,645.78
	Expenses	- 4,700.00	-	4,700.00	2,026.88	2,673.12	-	2,673.12
		- 110,500.00	(16,691.50)	93,808.50	89,489.60	4,318.90	-	4,318.90

Town Building	Custodian	-	10,590.00	523.37	11,113.37	11,113.37	-	-
	Expenses	-	37,300.00	12,356.24	49,656.24	47,205.34	2,450.90	164.40
		-	47,890.00	12,879.61	60,769.61	58,318.71	2,450.90	164.40
								2,286.50
Memorial Hall	Custodian	-	10,600.00	-	10,600.00	10,382.03	217.97	-
	Expenses	2,870.00	15,450.00	122.94	18,442.94	17,052.17	1,390.77	-
	Bldg. Maint.	-	2,300.00	-	2,300.00	2,113.00	187.00	-
		2,870.00	28,350.00	122.94	31,342.94	29,547.20	1,795.74	-
								1,795.74
Town Reports	Expenditures	-	2,000.00	-	2,000.00	1,246.50	753.50	-
Police	Salaries	-	2,185,953.00	(25,645.46)	2,160,307.54	1,982,024.20	178,283.34	-
	Expenses	144.47	66,600.00	8,242.64	74,987.11	73,536.31	1,450.80	1,438.80
	Contract Serv.	2,424.19	66,000.00	15,096.80	83,520.99	82,062.75	1,458.24	1,458.24
	Utilities	-	600.00	-	600.00	336.61	263.39	-
	Cruisers	22,222.90	83,500.00	-	105,722.90	72,389.04	33,333.86	24,465.28
		24,791.56	2,402,653.00	(2,306.02)	2,425,138.54	2,210,348.91	214,789.63	27,362.32
								187,427.31
Police Station	Salaries	-	30,000.00	-	30,000.00	14,332.50	15,667.50	-
	Expenses	-	64,800.00	2,306.02	67,106.02	63,452.25	3,653.77	3,653.77
								0.00

		-	94,800.00	2,306.02	97,106.02	77,784.75	19,321.27	3,653.77	15,667.50
Forest Warden	Salaries	-	3,000.00	-	3,000.00	3,000.00	-	-	-
	Expenses	-	100.00	-	100.00	-	100.00	-	100.00
		-	3,100.00	-	3,100.00	3,000.00	100.00	-	100.00
Building Inspector	Salaries	-	90,970.00	-	90,970.00	90,610.85	359.15	-	359.15
	Expenses	110.00	1,385.00	743.36	2,238.36	1,982.65	255.71	145.71	110.00
		110.00	92,355.00	743.36	93,208.36	92,593.50	614.86	145.71	469.15
Sealer	Salaries	-	3,000.00	-	3,000.00	2,750.04	249.96	-	249.96
	Expenses	-	250.00	-	250.00	127.60	122.40	-	122.40
		-	3,250.00	-	3,250.00	2,877.64	372.36	-	372.36
Emergency Mgmt	Salaries	-	4,500.00	-	4,500.00	4,500.00	-	-	-
	Expenditures	-	1,000.00	-	1,000.00	-	1,000.00	-	1,000.00
		-	5,500.00	-	5,500.00	4,500.00	1,000.00	-	1,000.00
Dog Officer	Salaries	-	40,310.00	-	40,310.00	36,573.07	3,736.93	-	3,736.93
	Expenses	3,462.92	16,097.00	-	19,559.92	12,134.13	7,425.79	-	7,425.79
		-	-	-	-	-	-	-	-

		3,462.92	56,407.00	59,869.92	48,707.20	11,162.72		11,162.72
Animal Inspector	Salaries	-	1,500.00	-	1,500.00	1,500.00	-	-
Forestry	Expenses	-	30,000.00	-	30,000.00	27,272.84	2,727.16	-
Schools	Salaries	1,563,844.33	11,949,028.00	483,251.33	13,996,123.66	12,190,269.99	1,805,853.67	1,805,853.67
Schools	Expenses	19,543.63	3,900,586.00	(483,251.33)	3,436,878.30	3,431,778.07	5,100.23	5,100.23
Schools		1,583,387.96	15,849,614.00	-	17,433,001.96	15,622,048.06	1,810,953.90	1,810,953.90
Pathfinder	Assessment	-	1,641,665.00	-	1,641,665.00	1,641,664.00	1.00	-
Snow & Ice	Overtime	-	40,000.00	-	40,000.00	68,041.52	(28,041.52)	-
Snow & Ice	Supplies	-	200,000.00	-	200,000.00	261,928.91	(61,928.91)	-
Snow & Ice		-	240,000.00	-	240,000.00	329,970.43	(89,970.43)	-
Street Lights	Expenses	-	120,000.00	14,000.00	134,000.00	124,966.57	9,033.43	-
Waste Removal	Expenses	-	23,000.00	1,500.00	24,500.00	22,784.17	1,715.83	-
Ground Water	Expenses	16,550.00	30,010.00	-	46,560.00	19,923.01	26,636.99	-

Fiscal Year 2023 - 2024 Budget Summary								
Department	Category	Current Year		Prior Year		Change		
		Actual	Budget	Actual	Budget	Actual	Budget	
Public Works	Salaries	-	884,204.00	(4,163.23)	880,040.77	777,072.22	102,968.55	- 102,968.55
	Admin. Exp.	373.36	69,600.00	200.00	70,173.36	66,418.93	3,754.43	- 3,754.43
	Maint. Exp.	-	201,150.00	(11,536.77)	189,613.23	176,387.18	13,226.05	8,131.05 5,095.00
	Utilities	-	20,500.00	-	20,500.00	19,721.24	778.76	- 778.76
	Capital	-	43,845.00	-	43,845.00	13,248.67	30,596.33	- 30,596.33
		373.36	1,219,299.00	(15,500.00)	1,204,172.36	1,052,848.24	151,324.12	8,131.05 143,193.07
BOH	Salaries	-	66,660.00	952.22	67,612.22	67,426.52	185.70	- 185.70
	Expenses	-	7,616.00	4,084.44	11,700.44	10,490.44	1,210.00	- 1,210.00
		-	74,276.00	5,036.66	79,312.66	77,916.96	1,395.70	- 1,395.70
Human Services	Expenses	-	2,000.00	-	2,000.00	-	2,000.00	- 2,000.00
Council on Aging	Salaries	-	176,975.00	10,053.14	187,028.14	187,028.14	-	- -
	Expenses	-	3,000.00	964.34	3,964.34	3,964.34	-	- -
		-	179,975.00	11,017.48	190,992.48	190,992.48	-	- -
Veterans	Salaries	-	30,070.00	-	30,070.00	29,954.58	115.42	- 115.42
	Expenses	-	3,050.00	406.03	3,456.03	3,456.03	-	- -
	Misc. & Ben.	-	270,000.00	14,346.59	284,346.59	284,346.59	-	- -

		-	303,120.00	14,752.62	317,872.62	317,757.20	115.42	-	115.42
Library	Salaries	-	496,609.00	(25,695.00)	470,914.00	470,896.75	17.25	-	17.25
	Expenses	-	287,531.00	25,695.00	313,226.00	313,226.00	-	-	-
		-	784,140.00	-	784,140.00	784,122.75	17.25	-	17.25
Recreation	Salaries	-	19,000.00	(4,971.75)	14,028.25	14,028.25	-	-	-
	Expenses	-	10,000.00	-	10,000.00	7,071.82	2,928.18	-	2,928.18
		-	29,000.00	(4,971.75)	24,028.25	21,100.07	2,928.18	-	2,928.18
Memorial Day	Expenses	-	3,500.00	-	3,500.00	2,922.01	577.99	-	577.99
Debt Principal		-	1,080,662.00	-	1,080,662.00	1,079,560.71	1,101.29	-	1,101.29
Debt Interest		-	340,643.00	5,775.00	346,418.00	343,267.21	3,150.79	-	3,150.79
County Retirement Assessment		-	1,615,220.00	-	1,615,220.00	1,565,621.00	49,599.00	-	49,599.00
Unemployment		-	40,000.00	34,672.61	74,672.61	74,672.61	-	-	-
Group Health Ins		-	4,876,519.00	(40,447.61)	4,836,071.39	4,411,586.99	424,484.40	-	424,484.40

Group Life Ins.		-	13,250.00	-	13,250.00	10,227.00	3,023.00	-	3,023.00
Medicare		-	240,000.00	-	240,000.00	234,733.55	5,266.45	-	5,266.45
Gen. Ins.	Misc.	-	449,100.00	-	449,100.00	446,597.95	2,502.05	-	2,502.05
Stabilization Fund	CIP	-	125,000.00	-	125,000.00	125,000.00	-	-	-
Transfers Out	Misc.	-	10,000.00	-	10,000.00	10,000.00	-	-	-
Total General		1,781,697.27	33,476,957.00	-	35,258,654.27	32,406,562.39	2,852,091.88	1,997,319.07	854,772.81
WWTP	Salaries	-	614,383.00	(5,000.00)	609,383.00	606,824.99	2,558.01	-	2,558.01
	Expenses	-	980,700.00	45,000.00	1,025,700.00	1,019,072.05	6,627.95	-	6,627.95
Sewer Maint	1,782.51	110,000.00	(40,000.00)	71,782.51	66,574.03	5,208.48	-	5,208.48	
Capital	100,800.63	-	76,500.00	177,300.63	78,748.00	98,552.63	79,427.63	19,125.00	
Admin Alloc		-	98,203.00	-	98,203.00	-	98,203.00	-	98,203.00
		102,583.14	1,803,286.00	76,500.00	1,982,369.14	1,771,219.07	211,150.07	79,427.63	131,722.44

Debt Principal	-	523,181.00	-	523,181.00	522,679.70	501.30	-	501.30	
Debt Interest	-	188,776.00	-	188,776.00	188,772.56	3.44	-	3.44	
County Retirement Assessment	-	125,391.00	-	125,391.00	123,841.00	1,550.00	-	1,550.00	
Unemployment	-	1,050.00	-	1,050.00	-	1,050.00	-	1,050.00	
Group Health Ins	-	137,600.00	-	137,600.00	114,235.95	23,364.05	-	23,364.05	
Group Life Ins.	-	318.00	-	318.00	252.00	66.00	-	66.00	
Medicare	-	8,049.00	-	8,049.00	7,997.74	51.26	-	51.26	
Gen. Ins.	Misc.	-	20,000.00	-	20,000.00	-	20,000.00	-	20,000.00
Total Wastewater		102,583.14	2,807,651.00	76,500.00	2,986,734.14	2,728,998.02	257,736.12	79,427.63	178,308.49

DEPARTMENT OF PUBLIC SAFETY
POLICE DEPARTMENT

From July 1, 2017 through June 30, 2018, the Palmer Police Department answered approximately 20,665 calls for service, which included 1,733 medical related calls. From these calls, 1,966 criminal offenses were recorded and investigated. Additionally, 833 individuals were arrested /summoned /taken into custody. More than 1,725 traffic citations were issued for 2,313 violations. There were 334 traffic crashes, involving 648 operators/occupants, resulting in injuries to 121 individuals. There were two fatal crashes reported during this period. A statistical report of the year's activity follows this report.

The department is currently comprised of 19 full time and 6 part time police officers, in addition to 7 full time and 2 part time civilian members.

The department received the following grants during this reporting period:

Traffic Enforcement Grant (Highway Safety Division) - \$10,000 was awarded to target speed, seat belt, red light, drunk driving and other violations in the following HSD mobilizations : Speed and Aggressive Driving Enforcement, Drive Sober or Get Pulled Over, Distracted Driving and Click It or Ticket.

-1 Training Grant (State 911 Department) - \$21,764 awarded. Through this program, governmental entities hosting primary Public Safety Answering Points (PSAPs) are eligible to receive reimbursement for training related costs associated with the 9- 1-1 system. Awards are based on a rounded formula of 9- 1-1 calls received and population served.

PSAP Support and Incentive Grant (State 911 Department) - \$37,776 awarded. The purpose of the State 911 Department Public Safety Answering Point (PSAP) and Regional Emergency Communications Center (RECC) Support and Incentive Grant is to assist PSAPs and regional emergency centers in providing enhanced 911 services and to encourage the development of regional PSAPs, regional secondary PSAPs and regional emergency communication centers.

I would like to thank members of our community for their continued support and encouragement, and the members of the Police Department for their service and dedication to our community. I would also like to thank Town Council President Barbara Barry and all of the council members for their ongoing support and dedication, and a special thank you to Town Manager Charles Blanchard, for his continued assistance and support.

I am also grateful to the town's fire chiefs and their departments, DPW Director Gerry Skowronek, Assistant Director Joseph Sawicki, and their staff, and all of the other town officials, departments and staff members for their assistance and cooperation throughout the year.

Respectfully submitted,

John. J. Janulewicz

Chief of Police

OFFENSES (IBR) BY MONTH – FY 2018

OFFENSE (IBR)	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
ANIMAL CRUELTY												1	1
ASSAULT AGGRAVATED	3	2	2	5	6	2	5	5	2	3	7	5	47
ASSAULT SIMPLE	14	7	19	14	14	15	11	10	19	8	13	6	150
BAD CHECKS				1					1				2
BURGLARY/BREAKING AND ENTERING	2	5	6	6	3	3	1			3		5	34
COUNTERFEITING / FORGERY				6	1				2		1		10
CREDIT CARD/AUTOMATIC TELLER							1	1					2
DESTRUCTION/DAMAGE/VANDALISM	9	6	3	7	10	5	4	1	4	8	14	6	77
DISORDERLY CONDUCT	6	6	4	7	6	10	4	4	10	4	5	7	73
DRIVING UNDER THE INFLUENCE	11	10	13	10	9	8	9	1	8	7	12	7	105
DRUG/NARCOTIC VIOLATIONS	5	5	5	11		10	7	10	2	20	2	6	83
DRUNKENNESS (PROTECTIVE CUSTODY)	4	3	2	3	8		4	6	2		4	5	41
FALSE PRETENSES / SWINDLE			2	2	1	3	1		5	2	3	1	20
FAMILY OFFENSES, NON-VIOLENT	1	1	1	1		1							5
FORCIBLE RAPE				2	1								3
IDENTITY THEFT	1	1											2
IMPERSONATION	2		3		1	1		1		1			9
INTIMIDATION	4	2	11	9	2	1	2	2	4	1	4	4	46
KIDNAP/ABDUCTION							1						1
LIQUOR LAW VIOLATIONS			5	3		1	3	4	1	1	1	1	20
MOTOR VEHICLE THEFT				3		2	3	2		2	2		14
PORNOGRAPHY/OBSCENE MATERIAL				4		5		1					10
PURSE SNATCHING		1											1
ROBBERY		1			2		2	1					6
SEXUAL ASSAULT W/OBJECT											1		1
SHOPLIFTING	2	2		1			2			1			8
STOLEN PROPERTY OFFENSES							1			1			2
THEFT FROM BUILDING	1	2	1				2	1			1		8
THEFT FROM MOTOR VEHICLE	2	1		4		1				3			11
THEFT OF MV PARTS/ACCESSORIES						1							1
ALL OTHER LARCENY	5	3	4	4	6	2	4	4	6	6	5	4	53
TRAFFIC/TOWN BY-LAW OFFENSES	63	51	78	61	42	61	65	99	98	70	87	45	820
TRESPASS OF REAL PROPERTY	4	1	2	2	1	1	2	1	2	4		1	21
WEAPONS LAW VIOLATIONS	2	0	1	1		4		5	1		1		15
ALL OTHER OFFENSES	21	26	31	16	21	14	14	32	31	14	16	28	264
TOTAL	162	136	193	183	134	151	149	190	198	155	182	133	1966

PRIMARY ARRESTING OFFENSE (IBR) BY MONTH – FY 2018

ARRESTING OFFENSE (IBR)	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
ANIMAL CRUELTY											1		1
ASSAULT & BATTIERY -	1	1		2	3	3	2	1	2	2	1	3	21
ASSAULT & BATTIERY	13	5	13	10	12	10	8	7	9	6	7	5	105
BURGLARY / BREAKING AND					1		1						2
COUNTERFEITING / FORGERY					1								1
DESTRUCTION/DAMAGE/		2	1	2	3	2					2	1	13
DISORDERLY CONDUCT	4	3	1	1	1	2	1	1	1	0	1	1	17
DRIVING UNDER THE INFLUENCE	6	10	11	9	9	6	9	1	6	7	10	7	91
DRUG / NARCOTIC VIOLATIONS	1	3	2	11	1	5	4	4	1	5		3	40
DRUNKENNESS (PROTECTIVE	4	3	2	3	8		4	7	1		4	5	41
FALSE PRETENSES / SWINDLE			1						1		1		3
FAMILY OFFENSES NON-VIOLENT			1										1
INTIMIDATION	2	1	5	3	1				2			2	16
KIDNAPPING / ABDUCTION							1						1
LIQUOR LAW VIOLATIONS			2	2				3					7
ROBBERY		1			1					1	1		4
SHOPLIFTING	2	1		1			1				1		6
STATUTORY RAPE								1					1
STOLEN PROPERTY OFFENSES							1						1
THEFT FROM BUILDING		2						1					3
THEFT FROM MOTOR VEHICLE										1			1
THEFT OF MOTOR VEHICLE								1	1			1	3
TRAFFIC/TOWN BY-LAW	14	13	20	21	9	23	19	40	43	28	29	12	271
TRESPASS OF REAL PROPERTY	1			1	1		1	1	2	2			9
WEAPONS LAW VIOLATIONS											1		1
ALL OTHER LARCENY			1		3		1	1	1				8
ALL OTHER OFFENSES	12	21	18	8	17	7	1	17	17	12	1	14	165
TOTAL	60	68	76	78	67	59	6	86	86	65	69	54	833

OFFENSES {IN ARRESTS) BY AGE GROUP - FY 2018

OFFENSES	00-10	11-17	18-24	25-34	35-54	55>	TOTALS
ANIMAL CRUELTY						1	1
ASSAULT - AGGRAVATED		2	8	3	5	3	21
ASSAULT-SIMPLE	1	16	20	25	32	11	105
BURGLARY / BREAKING & ENTERING				2			2
COUNTERFEITING/FORGERY					1		1
DESTR UCTION/DAMAG E/VAN			1	8	4		13
DISORDERLY CONDUCT		1	5	5	4	2	17
DRIVING UNDER THE INFLUENCE			21	26	35	9	91
DRUG / NARCOTICS VIOLATIONS		1	12	13	12	2	40
DRUNKENNESS - PROTECTIVE		1	5	14	17	4	41
FALSE PRETENSES/SWINDLE			1		1	1	3
FAMILY OFFENSES, NON-VIOLENT	1						1
INTIMIDATION	3	2	2		5	4	16
KIDNAPPING/ABDUCTION			1				1
LIQUOR LAW VIOLATIONS		1	6				7
ROBBERY			1	3			4
SHOPLIFTING				1	4	1	6
STATUTORY RAPE					1		1
STOLEN PROPERTY OFFENSES					1		1
THEFT FROM BUILDING				1	2		3
THEFT FROM MOTOR VEHICLE			1				1
THEFT OF MOTOR VEHICLE					2	1	3
TRAFFIC / TOWN BY-LAW OFFENSES	12	57	75	103	24		271
TRESPASS OF REAL PROPERTY		2	3	2	1	1	9
WEAPON LAW VIOLATIONS					1		1
ALL OTHER LARCENY		1	1	3	3		8
ALL OTHER OFFENSES		3	24	61	66	11	165
TOTALS	1	44	169	246	299	74	833

WEAPONS INVOLVED IN OFFENSES - FY 2018

WEAPON TYPE	OCCURRENCES	PERCENTAGE
None	1751	89.1
Personal Weapons (Hands, Feet, Etc.)	145	7.4
Knife, Cutting Instrument	17	.9
Blunt Object	13	.7
Motor Vehicle	12	.6
Other	10	.5
Rifle	7	.4
Handgun	5	.3
Firearm (Unspecified)	2	.1
Drugs / Narcotics	1	.1
Fire / Incendiary Device	1	.1
Asphyxiation	1	.1
Poison	1	.1
Total Occurrences	1966	100

Department of Public Works

The Palmer Department of Public Works herewith submits the annual report for 2018.

December 9, 2017 brought the town the first of 12 plowable snowstorms dumping in excess of 70 inches of snow for the 2017-2018 winter season. A total of 2,773 tons of salt was ordered during this time frame.

Over the winter, the cannon at the memorial walkway near Converse School was removed and rebuilt receiving a fresh coat of paint and new aluminum spokes for the wheels to replace the original wooden ones that had rotted away. Renovations were completed in time for the Veteran's Memorial Day ceremony and much appreciated by all.

In the spring, solar powered flashing LED crosswalk signs were installed on Main Street Bondsville for the new spray park playground.

In May, Northern Construction, Palmer, MA was hired to do emergency bridge repair on the Main Street bridge over the Ware River in Thorndike. A large hole developed in the east bound lane of the deck. The town was afforded the opportunity to obtain funding through our Chapter 90 program for this repair.

Also, through our Chapter 90 funding program, All States Asphalt, Sunderland, MA was hired to stone seal Gates Street Palmer, Vernon Street Palmer and Summer Street Thorndike.

This spring/summer season the DPW did in kind service for two grant projects:

In conjunction with the Palmer Conservation Commission, "The Swift River Greenbelt Trailhead" off of First Street, Bondsville,

In conjunction with the Palmer Community Development department, the Nick Laviolette walking and fitness path in Three Rivers.

The Town also received a grant from the Department of Fish and Game - Division of Ecological Restoration to replace a failing culvert crossing on Route 181 in the Bondsville section.

The regular routine of pothole patching ,brush mowing, street sweeping, catch basin cleaning and line painting was handled as usual. Thirty plus dead and dangerous trees were removed throughout various areas of town. Stumps were ground and removed also. An ever growing list of failing structures haunts us. Approximately 25 manholes, catch basins and drop inlets were rebuilt this year.

Dave Handzel, Superintendent of the Park Division and his crew did their best to keep up with the work load of all properties they maintain, i.e. sport fields, Schools, playgrounds, Senior Center, Town Hall, etc.

The restrooms at Nick Laviolette Field, Three Rivers received a total rehab from the ground up; inside and out, i.e. new roof, fixtures, etc. Also, a large section of Nick Laviolette Field was fenced off and closed for the repair and reseeding for the season.

Mike Skowronek, Superintendent of the Cemetery Division worked diligently to maintain all town cemeteries. Mr. Skowronek began working on the towns purchase of PlotBox to meet the needs of digitizing and better organizing existing cemetery records. The mapping will provide a superior level of town service, public access and organizational efficiencies.

At this time I would like to thank all town departments and personnel that have assisted me and the Department of Public Works throughout the year.

Respectfully submitted,

Joseph Sawicki, Assistant DPW Director

PALMER WATER POLLUTION CONTROL FACILITY

Capital improvements at our facilities and collection system continue on a yearly basis. Fiscal Year 2018 replacement of the old stand by generator at pumping station #4 and pumping station #5. We are in the middle of doing a cost study on purchasing a centrifuge for dewatering.

Palmer now has new regulations from the 2003 Draft Permit U.S.EPA Municipal Separate Storm Sewer System (MS4) that pertain to stormwater. The WPCF has become part of the town wide team to tackle these new unfunded mandates. The new permit becomes effective on July 1, 2018 the WWTP will be assisting Angela in staying in compliance with the new regulations.

I would like to thank my staff at the wastewater treatment plant and the sewer DPW for their dedication, cooperation, and professionalism that they demonstrate daily.

Respectfully submitted,

Ken Lord
Assistant Director - Wastewater

PALMER PUBLIC LIBRARY

Summer Reading

We continued our Summer Reading and Summer Lunch programs in July and August. We saw hundreds of people come through our doors for programming, books, food, and fun! Adult Services Librarian Joanne Szelag hosted a wide array of programming, including workshops on essential oils, mindfulness meditation, book discussions about Henry David Thoreau's time on Cape Cod, and a scientific presentation on the role of honeybees in our ecosystem. Young Adult Librarian Matthew DeCara brought in some great programs for teens that drew large crowds. A combination of tech and art workshops filled his programming schedule, including a "Coding with Minecraft" program, a mobile Maker Space that allowed participants to design an object and print it using a 3D printer, an Upcycling Craft workshop, and a cupcake decorating contest. We also hosted our fourth annual Anime Convention, where guest speaker Sarah Hodge-Wetherbe gave tips on how to cheaply make and design your own costumes for cosplayers.

Youth Services Librarian Stephanie Maher and Assistant Youth Services Librarian Rich Clark kicked off their programming with a family-friendly Mobile Mini Golf event, which was generously sponsored by local businesses. Participants of all ages wound their way through the Youth Services area and Community Room trying their best to get a hole in one. Stephanie and Rich also hosted seven weeks of story times, games, contests, performers, and workshops. Performances included the Pumpernickel Puppets, storytellers Davis Bates and Roger Tincknell, and Sparky Davis, a puppeteer from Rhode Island who had parents and kids alike laughing with her hilarious take on classic fables. The Summer Reading Program was closed out by the Toe Jam Puppet Band, who got a big crowd of kids up singing and dancing.

With the help of local businesses, we were able to provide over 700 t-shirts, featuring artwork drawn by a Converse Middle School Student, to our Read-at-Home participants for free. Every child, teen, and adult who completed 47 days of reading also got to take home a book prize.

We expanded our collaboration with the Monson Schools Food Services Department and the USDA to provide free lunch for any child age 18 or younger four days a week for six weeks. We averaged about 30 meals a day, with about 720 meals total for the summer. This expansion was possible thanks to the help of a group of volunteers from the Second Congregationalist Church in Palmer, who assisted library staff with serving food and monitoring the dining area.

Outreach

The library teamed up with many community organizations this year, including hosting Red Cross blood drives in the fall and spring. We were a drop-off location for backpacks, clothing, and toiletries for the homeless in collaboration with the Nipmuc Youth Council in December and January. We also continued to be a drop-off location for the Palmer Food Pantry and the Lion's Club Recycle for Sight year round.

Our new Assistant Youth Services Librarian Angela Sanches continued the tradition of teaming up with the Massachusetts Board of Library Commissioners and the Boston Bruins on a Pajama Drive for homeless youth in our state.

Youth Services Librarian Stephanie Maher partnered with Kids' Corner, the after-school program at Old Mill Pond, to bring in Creatively Independent, a theater education company that works with students of all ages and uses play and theater games to teach listening, empathy, communication, and community building. For two days in December, Stephanie and Creatively Independent worked with students to improve communication and find new ways to express ideas and creativity.

Stephanie also teamed up with Margaret White and the Palmer Monson Family Network for a potluck story time collaboration during the Week of the Young Child. The two groups worked together to talk to parents about literacy and programming in our area for our littlest community members.

We maintained our strong connections with Top Floor Learning, River East School-to-Career, the Palmer Historical Commission, Elbow Plantation, the Amherst Rail Society, the Palmer Senior Center, and Palmer Schools. We hosted the Palmer Fire District #1's annual meeting again this year and continued our collaboration with the local Homeschool Collective, which meets in our Community Room each Monday for classes and workshops.

At least once a month, Outreach Librarian Sandra Burke traveled around Palmer in our outreach van, delivering books, movies, books on CD, and more to area patrons who find it difficult to leave their homes. We are always striving to provide as much access to our collection as we can, and we hope to expand our outreach services to meet the needs of as many people in our community as possible.

Meeting Spaces

Once again, use of the library's three public meeting rooms increased over the previous fiscal year. In FY18 our meeting rooms were booked 1,069 times by a variety of local civic groups like the Boy Scouts, the Homeschool Collective, and Palmer Cowboys, as well as private companies and non-profit organizations. Cataloger Ashley Ngan continued to do an excellent job managing our meeting spaces while also taking on a new position in the library.

Local artist and poet Denise Fontaine-Pincince once again volunteered her time booking monthly art displays in our Community Room. Among many notable exhibits, the Commonwealth Museum in Boston lent us their collection of bird painting prints by renowned artist Louis Fuertes, who was commissioned by Edward Howe Forbush, the first Massachusetts State Ornithologist, to create illustrations of the birds of Massachusetts and New England in the 1920's. We also hosted an art show for the students of Old Mill Pond and Palmer High School, featuring everything from drawings, paintings, pottery, and sculpture all created by the talented young artists of our community.

Programming

In addition to the Summer Reading Program, the library hosted presentations by many talented artists, musicians, and authors, as well as programming run by talented library staff.

David Hyde Costello returned in October to perform his adorable Halloween program for our youngest patrons, which was made possible by a generous memorial donation from Jane Harrington in memory of former library trustee and Friend Pat Donovan. Attendees sang a song and help David draw a spooky monster, and then listened to David read his Halloween picture book “Here They Come!”

Adult Services Librarian Joanne Szelag once again organized and facilitated many excellent programs for adults throughout the fall, winter, and spring. Among the highlights were talks by local authors Jenny Krainski, J.R. Greene, Kerry LeBurn, Ellie Dias, Stephanie Kraft, and Robert Tougais, whose books covered a wide range of topics including overcoming personal trauma, translating a banned Polish book from the 1950’s into English, the quest for the Eastern cougar, a fictional murder mystery, and the creation of the Quabbin Reservoir. One author who packed the Community Room was Jeff Belanger, who talked about his work scouting spooky locations for ghost hunts and historical investigations on the History Channel, the Travel Channel, and PBS.

Joanne also organized a number of workshops for adults, including chair yoga, a pastel workshop with local artist Greg Maichak, and a three-part ukulele class with David Hyde Costello. All three classes were filled to capacity with smiling, adventurous adults challenging themselves to try something new.

Youth Services Librarian Stephanie Maher and Assistant Youth Services Librarian Angela Sanches provided weekly story times and music programs for toddlers and preschoolers from September through March, four days a week. Friday mornings were especially fun when Angela held her Music for Munchkins class for little ones. The Youth Room was filled with laughter, music, singing, and maracas as parents, grandparents, and caregivers sang and danced with the kids. Each week, they learned a new song to bring home and sing together and were taught the basic building blocks of music education. Roughly forty children and their families participated in early education programming at the library each week.

There were also a few special programs along the way. January 2018 saw the return of the Gingerbread House workshop, where roughly 100 families showed up for two sessions in our Community Room. Headed up by Young Adult Librarian Matthew DeCara and Assistant Youth Services Librarian Angela Sanches, many kids and families left covered in icing and candy while proudly displaying their graham cracker and gum drop creations. Angela also hosted a very successful Valentine’s soiree for kids and their families that featured hot chocolate, candy hearts, crafts, stories, and music and brought in over 60 families.

In June, Old Mill Pond kindergarteners came to the library to take a tour and meet the library staff. This is often the first time many kindergarteners come to the library, and Youth Services Librarian Stephanie Maher told them all about what the library has to offer. The kids got to create special decorations for the upcoming “Build a Better World” Summer Reading Program that would be displayed throughout the Youth Services Department. Kids received their first

library card (if they didn't already have one) and got to check out one item from the youth collection. It's a day that the library staff looks forward to every year.

Young Adult Librarian Matthew DeCara provided excellent programming for teens and early adults. His longstanding Role-Playing Game and Anime Clubs continued to go strong, meeting every other week. Matthew also continued his tradition of organizing the Blind Date with a Book program in the month of February, where patrons take a leap and pick out a covered book solely by the brief (often funny) synopsis attached to the front. Matthew also organized a group to participate in National Free RPG Day.

Chess Master William Nolte continued weekly Chess Club meetings every Tuesday in our Community Room. Mr. Nolte also held monthly chess tournaments on Saturday mornings, once a month from September to May. In addition to inspiring a new generation of chess enthusiasts, Mr. Nolte also created (with the help of a parent) a chess set made out of plastic soda bottles that allows club members to play chess using the black and white tiled floor in our Community Room as a chess board!

Number of children's programs	166
Attendance at children's programs	3,365
Number of young adult programs	60
Attendance at young adult programs	468
Number of adult programs	47
Attendance at adult programs	830

Personnel and Volunteers

We were very lucky to have a team of teen volunteers during our Summer Reading program to help us serve lunches and help with programming. Larissa Martins and Jarrett Ruggiero helped pass out food along with Bonny Rathbone, Sonia Diamanti, and a dedicated group from the Second Congregationalist Church in Palmer led by Beth Zelazo and Shirley Christensen.

Bev Russell continued to be an invaluable member of our team, donating her time at least two days a week to helping Collection Development Librarian Helene O'Connor keep the adult collection in order and up to date. We are also lucky to have the help of Sandy Nichols, who runs our in-house branch of the Library Loft used bookstore by organizing, cleaning, and pricing donated books.

Eleanor Szlachetka, Nancy Bauer, and the rest of the Friends of the Palmer Public Library team kept our Library Loft bookstore running on Park Street. The proceeds from book sales at the Loft enable us to provide quality youth programming, and we truly could not do it without their help.

We are very grateful to Pathfinder, who always provides us with excellent student help during our summer programming, and to all of the 34 adults and students who participated in our volunteer program providing over 2,000 hours of their time to helping the library. We are very fortunate to have such wonderful support from our community.

With the departure of our Cataloger Librarian, Amy Golenski in the fall a few staffing changes took place. Borrower Services Librarian, Ashley Ngan applied to be the Cataloger and was hired, and Assistant Youth Services Librarian, Rich Clark applied for the Borrower Services position and was hired. Both Ashley and Rich are integral members of our team and we were happy to see them explore new roles and were confident they would handle their new responsibilities well.

In December, we added our newest permanent team member, Angela Sanches, who took over as Assistant Youth Services Librarian. Angie's background as a music educator made her a good fit in the Youth Services department and allowed her to host a great deal of high-quality music and literacy programming for our community.

After the departures of Assistant Director Andrew Simeone in December and Adult Services Librarian Joanne Szelag in January, we were lucky to hire an excellent team of temporary staff to help us bridge the gaps. School librarians Janet Dawson and Carolyn Ouelette jumped right in and quickly became invaluable team members, using their expertise and experience to bring quality customer service to our patrons. Olivia Chartrand and Bridget Kennedy joined us in the spring to help us prepare for our summer reading program. Finally, we were fortunate to once again have Cindy Kowalczyk join us to anchor the circulation desk during our busiest moments in the summer.

In early June, Library Director Ben Hood resigned his position, and Youth Services Librarian Stephanie Maher was appointed Acting Library Director.

We look forward to filling our open positions as soon as possible and meeting the newest members of our team.

Library Association and Board of Directors

The Annual Meeting took place in October, bringing together the staff, the Board of Directors, and the Library Association to celebrate the achievements of the library and honor the recipients of the Mary McManus Award and the Robert M. Sullivan Award.

The Mary McManus award recognizes individuals who have given their time and talent to make a difference to the youth of our community. The 18th Annual McManus Award was given to Loretta Dansereau. Loretta is the executive director of River East School-to-Career, an organization that works with local schools to promote career readiness and connect students with local businesses and organizations for internship opportunities. As the head of River East for over a decade, Loretta has helped hundreds of youth in our community prepare for their futures and realize their career goals.

The Robert M. Sullivan Award is given annually to honor individuals who have demonstrated a commitment to supporting the mission of the Palmer Public Library and its Association. The 13th

Annual Sullivan award was given to Collection Development Librarian Helene O'Connor. Helene has worked at the library for more than fifteen years, filling many staffing roles and demonstrating a clear dedication to the Palmer Public Library and its patrons. Helene's kind, patient, and instructional approach to assisting patrons is a regular subject of praise in the library.

The Association voted to approve the Director's report, the financial report, to continue the terms of the current executive committee members, and added nineteen new people to the Library Association.

Patron Use of the Library

After a trial run of a "Fine-Free Summer," the library staff decided to eliminate fines for all library materials in the youth and young adult collections, and also for all patrons under age 18. The Youth Services Staff felt strongly that they did not want any barriers to stand in the way of a child or teen accessing library materials. The Library's mission is to provide as much access to information as possible. Financial boundaries should not exist for our youngest patrons, who may not have a reliable means of getting their materials back in a timely manner. We have had a longstanding policy of not charging senior citizens late fees for overdue books. These policies together ensure that the library continues to be a welcoming, inclusive, institution that protects the ability for patrons of all ages, ethnicities, and socioeconomic backgrounds to access our materials and facility.

Number of registered borrowers	8,309
Total attendance at library	70,202
Items received from other libraries for our patrons	13,013
Items provided to other libraries for their patrons	21,091
<i>Library materials borrowed by our patrons:</i>	
Books	61,187
Print magazines & newspapers	1,368
Audio (CDs, Playaways, etc.)	8,898
Video (DVDs, VHS)	36,924
Ebooks	4,184
Downloadable audio (books, music, etc.)	1,776
Downloadable video	13
Materials in electronic format (CD-ROMs)	2,324
Miscellaneous (kits, museum passes, etc.)	583
TOTAL	117,257
Number of reference transactions	7,459
Number of users of public wireless access	8,007

Collections

The staff took on a new Acquisitions program this year to give the collection development team easier access to their budget information. Youth Services Librarian, Stephanie Maher, Collection

Development Librarian, Helene O'Connor, and Young Adult Librarian, Matthew DeCara worked with Cataloger, Ashley Ngan and Business Manager, Victoria Knolton to fine tune the process. The Evergreen Acquisitions Program allows patrons to see not only what we have on our shelves, but also what we have ordered in our catalog. This gives patrons a glimpse of the newest materials being added to our collections. Sandy Burke our Technical Services/Outreach Librarian makes sure that all materials are processed, covered, and labeled correctly before they make it to the shelves. The hard work of all these librarians means we are able to provide our community with the books, DVDs, Video Games, and Music they want most!

Matthew DeCara expanded the library's video game offerings, and added to the Young Adult fiction and nonfiction collections. Stephanie Maher focused on expanding the homeschool parenting section, and the youth fiction collection. Helene O'Connor made sure that the most in-demand titles were on our shelves, and expanded our DVD collection to provide the newest and most interesting movies and TV shows.

The staff decided that in addition to eliminating fines for the Youth and Young Adult materials, we would also reduce the overdue fines for DVD's from \$1.00 a day to \$.50, and to extend the loan period for video games and TV series. This change aligned well with our mission to make our materials more accessible.

<i>Library holdings by type of material:</i>	
Books	56,273
Volumes of print magazines & newspapers	1,434
Audio (CDs, Playaways, etc.)	9,105
Video (DVDs, VHS)	6,901
Ebooks	76,240
Downloadable audio (books, music, etc.)	19,271
Downloadable video	1,236
Materials in electronic format (CD-ROMs)	579
Microfilm	98
Miscellaneous (kits, museum passes, etc.)	184
TOTAL	171,321

Fundraising and Donations

Each year local businesses show their support for the library by donating funds to our Mobile Mini Golf Summer Reading kick-off and our Summer Reading t-shirts. Patrons love getting a free t-shirt, designed by a student/local artist as a prize for participating in our read-at-home program. We are grateful for the support from our community to help us provide programming and prizes for our patrons!

In early April we held our 14th Annual Poetry Pageant, coordinated by local artist and writer Denise Fontaine-Pincince. Twenty-five individuals donated \$25.00 to participate, including editor of the Journal Register, Doug Famer who read an original poem. Denise also coordinated an art show to coincide with the pageant which raised money to support the Three Rivers Arts, Community, Knowledge project which is working to revitalize down town Three Rivers. Palmer

Big Y and Walmart in Ware donated refreshments. The other participants included local business owners, artists, writers, teachers and students from Old Mill Pond and Palmer High School. It was a great way to raise money to support programming at the Palmer Library and celebrate National Poetry Month.

We also participated in Valley Gives Day on May 1 and raised over \$49 This is the final year for Valley Gives and we were grateful to be part of effort to spotlight all the amazing non-profit organizations in Western Mass.

Danny Roy, a local master carpenter, donated his time and built a beautiful cabinet that will house a collection of model trains which were built by local artist, John Garvan. John built model train cars that are 1/32 scale and measured real train cars to make his creations as accurate as possible. Danny Roy and Griswold glass are working on the finishing touches for a display case that will house Phil Opielowski's model of the Palmer Train Station that should be finished by October 2018. We are grateful to Danny Roy for his time and expertise.

Tenants and Collaborators

The library continues to rent space to River East School-to-Career, an education nonprofit that focuses on connecting students with local businesses to help prepare them for the workforce after graduation. And our longstanding partnership with Top Floor Learning, a nonprofit adult literacy organization that offers tutors and test prep, as well as ESL classes, citizenship preparation and basic computer literacy is still going strong. All three organizations support each other and benefit from sharing a space. The Palmer Public Library staff was pleased to participate in Top Floor Learning's May Basket Fundraiser, and a staff member from the Youth Services Department continues to serve on the board of River East School-to-Career each year.

It has been an eventful year filled with change. The staff looks forward to taking on the challenges ahead. The library strives to be an integral part of the Palmer Community and is always searching for new ways to provide services and collaborate with local businesses, civic organizations, and non-profits to fit the needs of our patrons.

Respectfully Submitted,

Stephanie Maher
Acting Library Director/Youth Services Librarian

PALMER PUBLIC SCHOOLS – 2017-2018

The Palmer Public Schools enters the third year of its District Improvement plan led by Superintendent Patricia Gardner. Our shared vision states that “Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment.” Through this plan, the district is guided by the following three key

objectives: 1. Effective Instruction, 2. Engaged Learners, and 3. Rigorous Curriculum. All districtwide, and most school-based, initiatives are specifically selected to help meet these objectives

Projected enrollment for the 18-19 School Year, including Old Mill Pond School (grades PK-5) and Palmer High Schools (6-12) is 1,345 students.

Palmer High School

The closing of Converse Middle School has allowed the opportunity for the high school to be 6th to 12th grade. There were 725 students for the 2017-2018 school year. The transition increased our sports teams and clubs. The 6th grade was able to participate in non-contact sports. There were sports in each season that they could participate in. The 7th grade was able to participate in non-contact sports and try out for JV sports. It was a smooth transition and students and staff enjoyed collaborating and creating a learning environment to help support each other.

The class of 2018 received their diplomas on June 3rd at Legion Field. Eighty-four seniors matriculated with 82% attending either a 4-year or a 2-year college, 49% immediately to a 4-year college, 33% to a 2 year college, 3% will enter the military and 15% heading to the work force. The top twenty seniors in the class were honored and recognized by the Palmer Rotary Club at the annual Student Achievement Luncheon. The Rotary presented two \$1,000.00 scholarships and two \$500.00 scholarships at the luncheon. Seniors were rewarded for their years of hard work, effort, and academic success at the Annual Awards and Scholarship Night where over \$64,000.00 was awarded in scholarships. Forty-seven different local families, organizations, and businesses presented 110 individual scholarships to 37 of our seniors. Academic and athletic awards were presented to seniors and underclassmen during the Annual Class Day Ceremony, held on June 1st. We sincerely appreciate the generosity extended to our seniors by the numerous individuals, families, and organizations of Palmer.

The preliminary 2017-2018 MCAS results are as follows: In ELA, 88% of 6th graders and 83% of 7th graders passed. In Math, 85% of 6th graders and 87% of 7th graders scored in the passing range. Seventy-eight percent (78%) of the 8th grade and 98% of the 10th grade passed the ELA portion of the MCAS, 41% and 89% of the students respectively were in the proficient or the advanced categories. In Math 85 % of 8th graders and 87% of the 10th graders passed the MCAS, with 36% and 59% receiving advanced or proficient scores respectively. On the Science and Technology MCAS, 78% of the 8th grade passed the Science MCAS with 32% receiving advanced or proficient scores. In the 9th & 10th grades, 83% of the students passed the Introduction to Physics MCAS with 63% of the students receiving advanced or proficient scores.

The Advanced Placement Program continues to grow and flourish at Palmer High School, thanks to the partnership forged with the Mass. Math and Science Initiative (MMSI). There were 62 juniors and seniors enrolled taking 103 AP tests, resulting in 29 students receiving 51 qualifying scores. This Sustaining Partnership program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies.

Participation in the Gateway to College program at Holyoke Community College provided six students, who were at risk for dropping out, with the opportunity to complete their High School Diploma as well as acquire college credits. Four of our Gateway to College students graduated, accumulating college credits. This was the seventh year of its implementation and we look forward to our continuing partnership. Through our School-to-Career Program, in partnership with the River East School-to-Career Program, we provided the opportunity for work-based experiences for 53 upperclassmen. Our students were able to gain hands-on experiences in teaching, nursing, accounting, law, economics, marketing and architectural design. We continue to expand and appreciate our partnerships with local businesses. They are an integral part of our success.

Palmer High hosted a myriad of events and celebrations, September Open House for parents, National Honor Society Induction Ceremony, National Spanish Honor Society Induction Ceremony, Lions Club Speech Contest, Credit for Life Country Bank Financial Literacy, and Spirit Week with an assortment of competitive activities between all grades. In honor of College and Career Awareness Month in October, we sponsored a College Fair in conjunction with a myriad of activities that focused on college, military, trade schools and career readiness, 100 schools shared information about their Colleges and Universities with the juniors and seniors. We offered a second semester Open House in January. For the seventh year, a team of Palmer High School students competed in "As Schools Match Wits". Our Music Department performed at various events throughout the year: Eastern States Exposition, the Fall Concert, Festival of Bands and Choruses in December, the QVMEA Concert hosted here at Palmer High School, the Spring Concert, and the Memorial Day Parade. We sent five representatives to the Massachusetts Boys and Girls State for 2017 hosted by Stone Hill College. The Domestic Task Force offered to fund The Yellow Dress Production that helped our students learn about domestic dispute and relationships. Palmer High School hosted the Step-Up Day for our incoming 6th graders. In strengthening our bond with the senior community, PHS celebrated National Grandparents/Grand Friend week with visitation to classrooms, and hosted a Grandparents/Grand Friend Thanksgiving luncheon and was entertained with a concert in the auditorium.

We held some important events that helped students learn how to be leaders. There were 25 students that participated in the Anti-Defamation League Peer Training. Students developed leadership skills, critical thinking and conflict management skills. This was an opportunity for them to learn about and address bias-related issues and their manifestations. It created positive peer influence to promote a greater social responsibility and a more inclusive and respectful school community. The students organized the Power to the Peaceful Day which was March 14th, National Walk-Out Day for schools. We also had a Mock Accident with LifeFlight, Police, Fire, Ambulance, and Beers & Story Funeral Home. We collaborated with Pathfinder to create an event that was meaningful and realistic for our students. During this event students were used for the mock crash and students were part of the School-to-Career Program where they were helping with Fire and Ambulance.

The Palmer United Booster Club and the Music Boosters were very active during the year. There were several fundraisers conducted, as well as recognition banquets for the student athletes

and music students. Special thanks are extended to the members of both clubs for their time, hard work, and creative ideas for the benefit of the student body!

The administration team worked to incorporate the District-Wide Goals as part of the three-year school improvement plan that serves to compel the school in the decision-making process. The vision for the Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment. The three objectives are effective instruction, engaged learners, and rigorous curriculum. We appreciate and applaud the contributions of our staff members, parents, and community members in promoting lifelong learning skills and making a difference in the lives of our students.

Old Mill Pond Elementary School

2017-18 was a very busy year at Old Mill Pond! Mrs. Carolyn Wallace began the year with a few key changes that improved the day-to-day workings of Old Mill Pond. A carline was established to reroute the parent pick-ups and family dismissal numbers were assigned to ensure safety for students. Also, Mrs. Wallace introduced Class PAWS, issued to classrooms and students for positive behavior. Classes receiving ten tickets become eligible for prizes, including lunch with the principal! This positive incentive system was very successful and exciting for students.

Mrs. Wallace was able to use her knowledge of the development trauma sensitive schools that support all learners to provide professional development to all teachers at Old Mill Pond. Joel Ristuccia, Ed.M. one of the authors of *Helping Traumatized Children Learn* engaged teachers in a seminar addressing what trauma does to the developing brain as well as how teachers can support these students. This seminar was very well received by teachers and staff and plans for more trauma sensitive trainings are being developed.

Old Mill Pond was able to work with two different educational consulting companies through the 2018 school year. Both Focused Schools and HILL for Literacy worked alongside teams of teachers to continue working toward goals and objectives outlined in the District Improvement Plan. Old Mill Pond was able to develop an Instructional Leadership Team as well as a Literacy Team, both made up of teacher leaders.

The Instructional Leadership Team worked with Focused Schools to develop a school-wide focus: Express Yourself – Prove It! This focus statement guided professional development throughout the 2018 school year, as teachers developed best practices for teaching students to express their thinking through speaking and writing, using evidence to support their ideas. The instructional Leadership Team was able to plan for four early release professional development days where teachers participated in group learning activities focusing on student improvement and effective instruction.

HILL for Literacy was able to work with the Literacy Team to develop a Literacy Plan for Old Mill Pond. Through their work, the Literacy Team along with HILL for Literacy was able to determine that Old Mill Pond was in need of a school-wide literacy curriculum. With the help of

Ms. Colleen Culligan, Director of Student Services, we were able to purchase Wonders – a common core aligned curriculum, for Kindergarten through fifth grade. Also, the Literacy Team worked to change the master schedule at Old Mill Pond to include a WINN (What I Need Now) block for all students. The WINN block will provide students with targeted intervention or enrichment based on their learning needs.

This year grades 3, 4, and 5 participated in the annual MCAS testing. Third and fifth grade students participated in the traditional paper-pencil test, while fourth grade students took the computerized test. Challenges presented themselves in the form of lack of technology and plans to increase student access to computers are being developed. This was an exciting and challenging year for our MCAS testing.

We have been very fortunate again this year to have strong support across the school from our active PTO called OMP PAWS. There have been many fun activities across the year run by our OMP PAWS including Trunk or Treat, Polar Express Night, and Family Swim nights.

2017-18 was a very busy year at Old Mill Pond! As we look toward 2019, we look forward to welcoming a new administrative team to lead Old Mill Pond, through a shared vision, to build a better connection with families and the community, support teachers and staff, and establish a child-centered culture.

Thank you to the whole community for all of your support!

Student Services

The Department of Student Services includes all special education programs, English as a Second Language Programs, home and hospital tutoring, and McKinney-Vento (homeless) and new student registration. The department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs. In addition, the department is responsible for assessing students English Proficiency and providing appropriate services.

The Palmer Public Schools are an Early Childhood through Grade 12 School District and is a member of the Pathfinder Regional Vocational-Technical School District. It offers a full range of programs for students with disabilities at all levels beginning with an integrated preschool and continuing services through graduation, including providing transition planning services for students who do not graduate with a diploma. The department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, BCBA, social skills behavioral support services and school adjustment counseling. Services for low incidence (such as a Deaf or Blind) children are contracted annually as prescribed by the student's Individual Educational Plans.

Our Special Education enrollment is currently 260 students. The school system continues its effort, on the part of each of the schools, to meet children's needs within the classroom in the least restrictive setting. When this is not possible, each school provides a variety of options to meet the needs of students while allowing them to remain in their own community. Programs at each level are available for students with language based learning needs, Autism, intellectual

delays, physical and emotional disabilities. Each school offers life skills curricula and support for social-emotional development with therapeutic supports.

State and federal grants continue to assist in defraying some of the costs of special education. The Federal Special Education Grant 240 (94-142), funds the cost of instructional curricula, equipment, assistive technology needs, and contracted services. The State Early Childhood Grants, 262 and 298, provide Occupational Therapy supports, curriculum, assessment and screening services to children enrolled in private preschool programs and other early childhood age groups. Grant 274 provides funding for special education improvement through professional development.

From the Department of Student Services, the 2017-2018 school year was one of continued program improvement and development in the area of inclusion practices, professional development for teachers and paraprofessional staff, program design and curriculum. The district completed a Coordinated Program Review (CPR) and has received the results, completed the corrective action plan, and continues to be committed to bringing tiered systems of support, social emotional supports, an improved pre-referral process, enhanced structures and supports for IEP writing, and improved outcomes for our students with disabilities and our English language learners.

Facilities

The Facilities Department oversees the work performance of maintenance and custodial members in the school buildings, school bus transportation services, facility rentals, grounds upkeep and facility maintenance and improvements.

The buildings and grounds are in use virtually seven days a week and well into the late evening by many civic and private groups in addition to the school programs.

Our prime focus was closing Converse Middle School and designing, building and relocating Central Office. Thank you to all who made this transition seamless.

Old Mill Pond had energy management system upgrades to the remaining univents finalizing that project.

As always, we cannot express enough how truly grateful we are to the other town departments who continually provide outstanding support, services and expertise.

Special thanks to the Parks and Highway Departments for all they do year round with the grounds. Your efforts are very much appreciated.

Summary

For the past seven years, Palmer Public Schools was functioning as a Level 3 School District because of past performance in the Massachusetts Comprehensive Assessment System (MCAS). And while DESE no longer uses the Level 1-5 system, we find ourselves going into school year 2018-2019 with considerable improvement in our state testing accountability. Over the course

of Superintendent Gardner's leadership, beginning in January 2016, the district has placed additional focus and resources with hope of improving upon this status. Significant professional development and teacher learning opportunities, as well as literacy and math initiatives, have been directed at the core objectives of the District Improvement Plan which as: Effective Instruction, Engaged Learners, and Rigorous Curriculum. The district has further incorporated items from its recent Special Education Coordinated Program Review as districtwide initiatives, extending them beyond simple compliance and into meaningful action items to improve all student learning. Additional information and detailed test scores can be found on the Palmer Public Schools' website by clicking on the Office of the Superintendent link. **We are pleased to announce that DESE Accountability data for school year 2017-2018 rates Palmer Public Schools as a district with an “overall classification not requiring assistance or intervention.”**

The School Department budget has met the minimum requirement the last three fiscal years and expects to meet it again in FY18. Grants and Special Education reimbursement programs continue to provide much needed additional funding; however, due to federal and state cutbacks, these sources are largely stagnant. The addition of a Charter School in Sturbridge redirected funds away from the schools in the FY18 budget and it is anticipated to remain a factor. School choice has remained level with no significant changes in both choice in and choice out. Additionally, under the guidance of Director of Student Services, Colleen Culligan, we have reduced our out-of-district number of students from 36 to 17 by reorganizing and/or creating appropriate programs to keep our students attending school with their appropriate cohort. As well, this has saved the district in excess of \$790,000 per year in out-of-district tuition and in excess of \$150,000 in out-of-district transportation.

The School Committee, administration, faculty, and staff remain committed to the children of the Palmer Public Schools. We continue to make every effort to provide our students with a safe, clean and engaging school environment. One example is relocating so that all of our students are on one campus; plus, budgeting for a full-time school resource officer (SRO). We encourage parents, the community and businesses to join us as we serve our community of learners in the coming years.

Respectfully,

Palmer School Committee

Andrea Mastalerz, Chair
Lisa Murray, Vice Chair
Gary Blanchette, Secretary
James Lynch, Member
Bonny Rathbone, Member

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

2018

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District. Currently the Committee consists of 11 members: two members each from Belchertown and Palmer and one each from the remaining towns. Membership on the Committee remained unchanged as a result of the November election. At the Reorganization Meeting, David Droz (Palmer) was elected Chairman and Michael Cavanaugh (Palmer) was elected Vice-Chairman. Lorraine F. Alves (Belchertown) was re-elected Secretary. The Student Member of the Committee is Elan de Ris, a non-resident student from Amherst,

CURRICULUM

Based on the most recent MCAS scores, Pathfinder has continued to improve on narrowing the proficiency gaps. While the Department of Elementary & Secondary Education has previously designated Pathfinder as a “Level 3” school, the District has actually improved its percentile ranking within the state accountability system. A “Level 3” distinction meant that, despite the improvement in MCAS scores, there are subgroups of the student population (*e.g.*, high needs; students with disabilities) that have not made sufficient progress toward “Proficiency” as expected by the Department of Elementary & Secondary Education. The state accountability system has changed its designations for schools and districts, meaning that schools and districts are no longer given “Levels”, and with the increases in MCAS scores and other accountability measures, Pathfinder Regional has been determined to **No Longer Require Assistance or Intervention**. Along with this, as mentioned above, Pathfinder has increased its’ accountability percentile from 14 to 25, which constitutes an approximate 79% increase from year-to-year if compared.

Part of an ongoing strategy for District improvement has been the implementation of a Math Enrichment Curriculum for all incoming 9th graders. This course focuses on calibrating compulsory math skills as students enter Pathfinder, with emphasis in the second half of the year on concepts tied to both math coursework and technical content. Additionally, all 10th graders engage in a targeted MCAS Preparation course, reviewing content and test-taking strategies for the spring testing period. The newest initiative related to improving accountability status was the Collaborative Reading Training Program, in which teachers shape their instructional practices to increase student reading comprehension through engaging, student-centered reading strategies. Also, for the 2018-2019 school year, all 9th grade students will be taking a writing seminar. This is a half-year course that focuses on basic writing skills in hopes of raising the level at which students are writing for their English courses, as well as for the 10th grade MCAS assessment.

In addition to honors level courses in all core academic content areas at all grade levels, Pathfinder also offered Advanced Placement coursework in Calculus, English Language and Composition, US History, and English Literature and Composition. In May 2018, 50 students

sat for 55 exams. For the upcoming 2018-2019 school year, Statistics will be added to the AP offerings as well. Efforts to increase the higher-level offerings for students are ongoing.

Curriculum on a whole is continuously being vetted and evaluated to make sure that students are mastering standards that are determined in the frameworks prescribed by the state. For the 2018-2019 school year, the Social Studies Department has adopted the new frameworks that were created, and the teachers have been creating and delivering a curriculum accordingly. Including more electives and pathways in academic areas is a continuing conversation, in order to make sure that the needs of all learners are met. Course progressions in each academic area are being evaluated and discussed in order to be proactive for students and their development.

SELECTED MUNICIPAL AND COMMUNITY PROJECTS:

In 2018, Pathfinder's technical programs received 763 requests for work to be performed.

Advanced Manufacturing

- Fabricated a shaft for a sand/ salt spreader for the Monson Department of Public Works.
- Fabricated key chains for the Ware Police Department.
- Fabricated a traffic cone brand for the Palmer Police Department.
- Made cribbage boards for a number of local non-profit organizations for fund raising events and occasional retirement recognitions.

Automotive Technology

- Pathfinder's Automotive Technology department worked on 317 vehicles in 2018, resulting in a savings of over \$88,000.00 for members of the community when compared to average industry rates.

Carpentry

- Repaired and replaced roof and trim on public restroom building at Laviolette Field in Palmer.
- Constructed a garage for the East Quabbin Land Trust in Hardwick.
- Constructed a carriage house for the Oakham Historical Association.
- Completed renovations at the Ware Senior Center.

Collision Repair and Refinishing

- Refurbished fourteen metal Christmas light fixtures for the town of Belchertown's Lighting Committee.
- Received and completed seventy requests for auto detailing service.

Cosmetology

- Students continued their annual visits to area Senior Centers during which they provided “Spa Days” for seniors. The services they offered included manicures, pedicures, facials, and hair styles. These services were provided in Palmer, Ware, and Belchertown.

Culinary Arts

- Prepared food for the Town of Granby’s 250th Anniversary farm –to- table dinner, hosted by the Granby Agricultural Commission.
- Perso, Pathfinder’s restaurant, totaled over \$20,000.00 in sales in 2018, resulting in a savings of over \$30,000.00 to community members when compared to industry pricing.
- Pathfinder’s Culinary Arts Bake Shop filled numerous orders for assorted baked goods for members of the community.

Electrical

- Numerous projects at Pathfinder, including wiring two new lifts in Automotive Technology, replacing 16 exterior lights, installation of new library screen and projector, and removal of existing electrical in preparation for renovation of the new Plumbing Shop.
- Electrical installation at the new carriage house for Oakham Historical Association.
- Assisted with renovations at the Ware Senior Center
- Fixed multiple light fixtures and ran data cables to Palmer Police Department’s 911 desk.

Health Assisting

- Coordinated one blood drive with the American Red Cross and one with Baystate Medical Center.

Horticulture

- Completed construction of a fitness path at Laviolette Field in Palmer.
- Pruned trees for Belchertown Public Schools.

Hospitality

- Served dinner at the Town of Granby’s 250th Anniversary farm- to-table dinner, hosted by the Granby Agricultural Commission.

COOPERATIVE EDUCATION PROGRAM

Cooperative Education Program / WIOA

Sixty-Four students have participated in the school's Cooperative Education Program. This program provides opportunities for paid, career-related jobs in lieu of students attending their career and technical education courses. In this real work environment, the students enhance their technical skills, develop interpersonal skills, and experience valuable lessons in maintaining a balance of their personal lives, school academics, and their jobs. The Cooperative Education experience is a reward to those students who demonstrate positive attitudes, good attendance, and better than average grades in their technical and academic classes.

Partnerships with area businesses and our strong Advisory Committees have been a driving force in obtaining cooperative education placements. Pathfinder is committed to providing students with this valuable opportunity which often leads to full-time employment upon graduation, and intends to continue to work closely with regional businesses to expand the program.

In addition to the Cooperative Education program, Pathfinder is an In-School WIOA Title I Youth Vendor. As a result of this grant award, Pathfinder coordinates and oversees both subsidized and unsubsidized employment opportunities for eligible students during the summer and throughout the school year. Currently there are 23 active participants in the program with students working at the Palmer Library, Silver Bell Farm, and The Arbors in Amherst to name a few. Pathfinder strives to align the WIOA employment opportunities with the student's Career and Technical program. In December 2018, 22 of the current WIOA participants received a \$40.00 bonus for meeting the necessary incentive criteria. The criteria include: 100% attendance during the trimester; pass all academic and career and technical classes; full participation in extracurricular school activities such as sports, student organizations, clubs, etc.; full participation in community activities such as recreational sports, Eagle Scout, driver's education, etc.; maintain a working position for at least 10 hours per week or active job search; enroll and fully participate in a community/social agency based program; begin and/or complete the Workplace Readiness Certificate Program; and be awarded a Pathfinder diploma and Chapter 74 Vocational Certificate or area high school diploma.

STUDENT BODY AND STUDENT SERVICES

Pathfinder's total enrollment was 654 as of October 1, 2018, including the following numbers from member towns: Belchertown 109; Granby 22; Hardwick 29; Monson 78; New Braintree 6; Oakham 14; Palmer 161; Ware 118; and Warren 53. The remaining students were residents of out-of-district communities, the largest number of students coming from West Brookfield 23. The 654 figure on October 1st represents an increase of 39 students overall from the number reported on October 1, 2017.

The Guidance Office—which also serves as the Admissions Office—received far more applications for the 9th grade openings than the school could accommodate. Transfer opportunities into the 10th or 11th grades were also very limited. Consequently, the school experienced another year of waiting lists.

In October & November, Pathfinder's Guidance Director visited the 8th graders in member towns to provide an in-depth presentation about Pathfinder's offerings and the application process. *Showcase Day* occurred on the morning of November 19th with over 250 8th grade

students from member districts participating in interactive hands-on experiences in three different technical program areas with opportunities to hear directly from staff, Student Ambassadors and current student volunteers. Our annual *Career Night* followed on November 28th, for 7th & 8th graders and their parents. About 400 guests in attendance were treated to a pasta dinner and had an opportunity to visit any program of interest. New this year, Pathfinder's online applications opened at the Career Night Event allowing interested 8th grade students & parents to complete an application right on-site with staff assistance available if needed. By the end of the evening, over 100 applications were submitted.

On May 3rd the Pathfinder Chapter of the National Technical Honor Society recognized the largest group yet of deserving members in an impressive ceremony. The group of 44 students consisted of 18 returning seniors, four new seniors and 22 new juniors; to qualify, students must have a cumulative GPA of 3.5 or above and exhibit the qualities of skill, honesty, service, responsibility, scholarship, citizenship, and leadership.

At the Annual Outstanding Vocational-Technical Student awards dinner sponsored by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Vocational Association (MVA),

Ware resident Lindsey Kelleher was recognized as Pathfinder's honoree. Lindsey was a stand-out student in the Business Technology Program at Pathfinder. With a passion for learning, devotion to being her best, and an internal drive to succeed, Lindsey was clearly a deserving recipient. Ranked at the top of her class with a 3.97 GPA, Lindsey completed numerous honors & AP courses and earned multiple awards in her technical program, as well as 2nd place at DECA in Business Services/Marketing and a bronze medal in Customer Service at SkillsUSA district competition. Lindsey was also named a recipient of the John & Abigail Adams Scholarship and was honored as Pathfinder's recipient of the M.A.S.S. Academic Excellence Award.

Simultaneously, she was employed by Crimmins -Graveline Insurance Agency, Inc. of Palmer through Pathfinder's Cooperative Education program. Outside of school, Lindsey's passion and world revolved around dance. In the fall of 2018, Lindsey was able to realize her dream by attending Dean College in Franklin, MA to study at their Palladino School of Dance.

On June 1, 2018, the graduating class of 135 students received diplomas and technical certificates at commencement exercises. Approximately 40% of the graduates received scholarship awards totaling over \$30,000 during the annual Scholarship Night ceremony on May 24th, with much more made available through John & Abigail Adams Scholarships, as well as awards and grants to our graduates from the colleges and universities to which they had been offered admission. Once again, state and local organizations and businesses, post-secondary institutions, as well as private individuals, continued to recognize the ability and potential of Pathfinder graduates in the form of generous donations. The school committee, administration-- and particularly the graduates-- are grateful for this support and are especially proud of the number of awards that have been made to honor the memory of former Pathfinder students and staff members.

For the school year 2018-2019, significant changes were made to the administrative structure of Student Services. Brenda Turner was appointed Director of Guidance and Michael Forrest was appointed Interim Director of Special Education.

The staff in the Guidance Department continued to work on helping students to be **College and Career Ready** through updating its curriculum and broadening its services in order to assist students as they transition to post-secondary education or the workforce upon graduation. The Guidance Department is also responsible for overseeing the 504 Accommodation Plans for approximately 68 students. This involves setting up meetings with teachers, students, and families to update plans and to ensure that the appropriate accommodations are in place.

The Special Education Department was responsible for implementing Independent Educational Plans (IEP's) for approximately 176 students. The Special Education Department offers a range of educational and counseling services that strive to meet the diverse needs of our students. The Department works cooperatively with students, their families, academic and vocational teachers, and service providers in order to assist each student in reaching their educational goals. The Special Education Department provides a continuum of services with instruction taking place in both inclusion settings and in special education classrooms. Through the Reading Department, literacy instruction is provided for qualifying students.

To further address the needs of our students, the Special Education Department has also invested extensively in assistive technology, including text- to- speech, speech- to text (voice dictation), and word prediction that assists students in reaching their academic potential. In addition to its investment in assistive technology, the department also utilizes *Bookshare*, which is an organization that provides books in digital format for individuals with visual and learning disabilities.

The Special Education Department has also continued to develop partnerships with outside agencies, including the Massachusetts Rehabilitation Commission (MRC) and the Department of Developmental Services (DDS) in order to assist students in their transition to post-secondary life. In partnership with Pathfinder, MRC has run a pre-employment training skills class (Pre-ETS) for students at Pathfinder to assist students in developing the “soft-skills” that they will need in order to be better prepared for the workplace. The Pre-ETS program has also provided students with the opportunity to gain work experience by participating in eight-week paid internships.

STUDENT ACTIVITIES

In February, Pathfinder’s Automotive Technology program placed a team of two students into the state finals for the Massachusetts Dealer Association Competition. They competed against 190 students statewide, and have moved onto the state finals where they will compete against ten teams for a chance to move to the national event in NYC!

In March, 133 students represented Pathfinder at the SkillsUSA District V Competition which took place at Bay Path RVTHS. This was the largest group of students sent in the history of the school’s participation, proudly representing 14 of our 15 program areas. Four students were awarded gold medals, seven silver medals, nine bronze medals, and two students earned perfect score awards!

A number of new clubs were formed by staff and students this year! Karaoke Club, Women in STEM, Amateur Radio Club, Paw Finders (a club committed to fundraising and volunteering for local animal shelters), a renewed Ski Club, and Welding Club are a few of the new clubs being offered to our students.

The Diversity Club has been concentrating on promoting school -wide tolerance and acceptance. Some of the activities included a dance, cookie decorating, field trips, and a citrus fundraiser.

Horticulture students participated in the FFA State Convention in all career development events, including Natural Resources, Forestry, Turf, Landscaping, Safe Equipment Operation, Safe Tractor Operation, Floriculture, and many more. At the State level, six students placed in: Extemporaneous Speaking (1st), Forestry (3rd), Safe Equipment Operation (3rd) and Safe Tractor Operation (2nd). Fundraising events throughout the year made attendance at this event possible. Pathfinder boasts 100% FFA membership, including students in all four grades.

Pathfinder Cosmetology hosted the 5th annual Beauty Schools' Battle on May 3rd. The competition included students from Bay Path, Franklin Co. Tech., Upper Cape Cod Tech., Durfee H.S., Northeast Metro Tech., and McCann Tech. Representatives from Cosmo Prof, Salon Centric, Smart Cuts, Rusk, Great Cuts, Hair Cuttery, J. C. Penny Salon, and Paul Mitchell were in attendance, and also helped judge the contests. Pathfinder Cosmetology students performed well, winning in several categories.

Four Blood Drives were held in 2018, two through Bay State Hospital's Mobile Drive, and two through the American Red Cross. A total of over 250 lives were potentially impacted and saved through donations across the four drives! At the end of 2018, \$250 had been earned in scholarships for our senior students through the Red Cross.

On September 23rd, Pathfinder held its 26th Annual Car Show, proceeds from which helped to defray the cost of sending students to the annual SkillsUSA competition. This successful show attracted car lovers in all generations, and was the largest in history with 221 registered show vehicles on display!

This year was a very special Open House as nationally renowned speaker and author Mark Perna delivered a keynote speech to parents and students in attendance. His presentation featured the theme of the "Competitive Advantage" of attending a school like Pathfinder.

Through funding from the *AMP It Up!* grant award from the Commonwealth's Advanced Manufacturing Futures Program, students were treated to an Advanced Manufacturing College and Career Fair on October 18th. The fair was a huge success, with over 450 students from Pathfinder, Chicopee Comp, and Dean Tech in attendance. The fair helped to shape student interest not only manufacturing career and college options but also overall employability skills.

Pathfinder's Collision Repair and Refinishing Program was featured on WWLP News 22 on October 23rd as Sy Becker reported on the wonderful project the students undertook in the town of Belchertown. Students repaired a lighting display that has been part of an 18-year holiday

tradition on the Belchertown Common. To honor their hard work, Pathfinder students were asked to be the guests of honor when the lights were turned on at the November 24th celebration.

On November 2nd, Pathfinder went down in history as the first vocational school to communicate live with astronauts aboard the International Space Station (ISS) using ham radio equipment built by students! Esteemed guests from elected officials to amateur radio enthusiasts looked on as Pathfinder students asked intriguing questions to astronauts aboard the ISS. An arduous amount of work was put into the project by several staff members and students in the Amateur Radio Club and the Women in STEM Club. The project was featured on television channels 40 and 22, as well as M-PACT Local Access.

Also on November 2nd, students from Ms. Puls and Mrs. Menino's classes stood at the end of Panek Street to cheer on former US Army Staff Sergeant James Chartier as he continued on his 90-mile march from Chicopee to Boston, MA to raise awareness about PTSD and homelessness among veterans. Students were able to ask Staff Sergeant Chartier questions, thank him for his service, and give him cheers of support as he continued on his way.

Business Technology students competed in the Junior Achievement of Western MA Stock Market Challenge on November 8th. Pathfinder placed fourth out of fifty schools, and all teams finished in the top ten out of 135 competing teams! Competition was fierce throughout the day as Pathfinder held the top spot up until the last quarter. The students are already devising their strategy for next year's competition!

On November 20th, two Pathfinder robotics teams competed in their first qualifying attempt for the State championship at the QCC November Fall Classic. Each team brought strong robots to the event, and were able to overcome any problems that came their way with remarkable team work. Both teams deserve praise for delivering competition-ready robots in record time! Competing early in the season leaves four to five more attempts for the Pathfinder teams to qualify for a State championship. Team 785A had four wins and three losses before the finals and ranked 12th out of 30 teams. Team 785B had 6 wins and 1 loss before the finals, and ranked 4th out of 30 teams.

The Student Council sponsored food drive was a success as it brought in 1076 canned/boxed goods and 49 turkeys on November 20th to support the local communities!

On December 10th the Drama Club gave a delightful performance of Alice in Wonderland.

Students and staff enjoyed Spirit Week during the last school week in December. The various themes were: Twin Day, Pathfinder Gear/Pride Day, Holiday Outfit/Ugly Sweater Day, Favorite Sports Jersey Day, and Pajama Day. On December 18th the Pathfinder Horticultural program delivered poinsettias to the Palmer Senior Center for their holiday luncheon. The Pathfinder Culinary Arts and Hospitality Programs put on a fabulous holiday buffet for staff and students on December 19th. On December 21st, the Advanced Manufacturing program held their 24th annual car derby, in which all 11th grade Advanced Manufacturing students competed with the cars they built.

ATHLETICS

Pathfinder continued to offer a robust program of interscholastic athletics, altogether involving approximately 170 students. Major personnel changes were instituted during the year as Joe Baldyga became the new Athletic Director and Head Football Coach, sharing the varsity coaching role with Mark Gallagher. New JV Football coaches included Eric Simard and Zach Dreher.

The football team experienced a “building year” but received numerous commendations from opposing coaches during the season. Nine freshman players were added to the roster.

Both Boys’ and Girls’ 2018 Soccer Teams qualified for the Western Mass. Tournaments, and the Girls made the finals in the State Vocational Soccer Tournament. Junior Varsity Coaches and teams were added to the program to help with player development. Through a Cooperative Arrangement, Pathfinder girls were eligible to play Field Hockey with the Palmer High School team.

Pathfinder continued to be the host school for a Cooperative Arrangement with Palmer and Ware. The team won the league in the 2017-18 season. To round out the winter record, the Girls’ Basketball Team qualified for the Western Mass. Tournament.

Lacrosse entered its second season as a popular offering after years of anticipation. Adding another outdoor sport did, however, intensify the need for additional field space.

GRANTS, DONATIONS AND CONTRACTS

Program Name	Amount	Application
Federal Grant SPED Grant #240	FY 18 \$231,795. FY 19 \$231,446.	Instructional and Support Staff, Contractual Services, Supplies, Transition Services and Travel for Supporting Students with Disabilities
Federal Grant SPED Improvement Grant#274	FY 18 \$230	Contractual Services
Federal Grant Teacher Quality Grant #140	FY 18 \$26,015 FY 19 \$23,148	Contractual Services, Supplies, and Travel for Improving Basic Programs Operated by Pathfinder
Federal Grant Title I #305	FY 18 \$144,002 FY 19 \$140,814	Instructional and Support Staff, Stipends, Supplies and Travel for Improving Basic Programs
Federal Grant Title IV #309	FY 18 \$3576 FY 19 \$10,421	Computers for High-Quality Educational Learning Environments for All

Federal Grant Perkins #400	<table border="1"> <tr><td>FY 18 \$99740</td></tr> <tr><td>FY 19 \$105,043</td></tr> </table>	FY 18 \$99740	FY 19 \$105,043	Equipment, Supplies, and Travel for Preparing Students for College and Career Readiness Leadership Academies for Aspiring Administrators
FY 18 \$99740				
FY 19 \$105,043				
Federal Grant/Holyoke	\$5,000	Stipends for CTE Regionalization Collaboration study in Western Mass		
Health Grant	\$4,401.81	Life Support System and Supplies to support school nurse		
Federal Grant WIOA	<table border="1"> <tr><td>FY 18 \$39662</td></tr> <tr><td>FY 19 \$44,338</td></tr> </table>	FY 18 \$39662	FY 19 \$44,338	Student and Support Staff Salaries for In-School Youth Employment Opportunities, Travel and Fringe Expenses
FY 18 \$39662				
FY 19 \$44,338				
Massachusetts Focus Academy #248A	FY 18	Educator Cohort for both CTE and Academic Pathfinder instructors to earn credits thru Fitchburg State University by attending the course, "Sustaining a Positive School-Wide Learning Environment".		
Massachusetts Development Finance Agency (MassDevelopment) AMP it up!	Feb 2018 \$8675	<i>The Art of Design and Advanced Manufacturing Program</i> -Pathfinder along with numerous collaborating entities, including 18 manufacturing companies, provided students and families of the region with information on the numerous, exciting, and financially awarding career pathways of the manufacturing industry located locally. This information was disseminated via hands-on maker space projects for regional middle school students, field trips to partnering manufacturing facilities, and culminated with a manufacturing/engineering themed college and career fair for local high school students. Over 700 students from grade 7-12 participated in the events made possible from this grant.		
Gene Haas Foundation #1	\$11,000	Scholarship and Equipment to promote manufacturing careers for students		
Gene Haas Foundation #2	\$10,000	Scholarship and Equipment to promote manufacturing careers for students		
Massachusetts Skills Capital Grant	FY 19 \$489,871	Pathfinder was awarded this grant in order to continue to create quality pathways in high-skilled, high-demand industry sectors,		

		and to expand our program offerings to include a Plumbing and Pipefitting Chapter 74 program. The funds are being used to purchase materials for the program and to construct a lab/workshop for students. The program is scheduled to open in Fall 2019.
TOTAL GRANTS	\$1,629,177.81	

SPECIAL PROGRAMS

The Summer Youth Enrichment Program was a huge success with over 125 students selecting 190 different program slots-- over 60 children a week!

Parent and student satisfaction with the Youth Enrichment Programs has been extraordinary. Many students return to the program several times and express regret when they become too old to participate. It serves as an excellent introduction to Pathfinder and its environment. A sizeable percentage of participants from the Youth Enrichment Program enroll in Pathfinder once they reach the 9th grade!

Pathfinder offered an online Academic Summer School program designed to enable students to recover credit needed for promotion or graduation through a four-week, 40-hour course of study, which ran from the second week of July through the first week of August. Additionally, Pathfinder offered in-district students a Vocational Related Summer School credit recovery option that spanned five days and a total of 20 hours from July 30-August 3. In total, 130 students from 16 districts completed 162 summer school courses.

FACULTY AND STAFF

Currently the Pathfinder staff consists of 44 vocational teachers, 25 academic teachers, 2 teaching assistant, 1 part-time athletic trainer, 8 special education teachers, 3 counselors, a psychologist, a library-media specialist, a speech & language pathologist, a behavioral specialist, a nurse and 9 paraprofessionals. The school is managed by the Superintendent and a group of 8

professional administrators as well as a full-time grants/cooperative education coordinator. The support staff includes 7 custodians, 11 clerical personnel, and 2 cafeteria workers.

In June, the school said farewell to retirees Donna Bartlett (Health Assisting); Richard Croteau (Programming and Web); Daniel Fisk (Horticulture); and James Hurley (Carpentry). The end of the school year also saw the departure of Anthony Papuga (Assistant Director) and, subsequently Nicole Heroux, (Special Education Director). Pathfinder also said a proud farewell to Academic Director Tim Moriarty upon his acceptance into the Doctor of Education Leadership Program at the Harvard Graduate School of Education.

New Instructors hired included Nicole Horton and Elizabeth Butler who will oversee a new offering in Professional Skills; Patrick Boudette (Hospitality); Randy Dimitropolis (Plumbing and HVAC); Anthony Braden (Health Assisting); Bradley Lord (Electrical); Philip Gallo (Carpentry); Sarah Malanson (Programming and Web); Lynn Dupuis (Horticulture); Stephanie Menino (English); Mark Gallagher (Special Education); Thomas Orszulak (Part-time Psychologist); Kyle Lussier (Teaching Assistant); Kevin Dasilva (IT Technical Assistant); and Rachael Bly and Jason Whittier (Paraprofessionals).

Administrators new to Pathfinder include Carrie Auffrey (Assistant Principal) and Daniel Whalley (Academic Director). Eric Duda continues as Assistant Superintendent/Principal and Ryan Rege continues as Vocational Director. Brenda Turner was promoted to Guidance Director and Michael Forrest was selected as Interim Director of Special Education.

Dr. Paist continues to serve on the Board of Directors of the Massachusetts Association of Vocational Administrators and on the Board of Directors of the Quaboag Hills Chamber of Commerce. An active member of the Assn. for Career & Technical Education, he is one of two Region I Directors for that organization's National Council of Local Administrators (NCLA). At the April meeting of the Mass. Assn. of School Superintendents, Dr. Paist was presented the President's Award for the second time in his tenure at Pathfinder.

BUDGET AND FINANCE

In March of 2018, the school committee adopted a final FY19 budget of \$14,156,584 representing a 1.97% Increase over the previous year. The 1.97% Increase in FY19 also included the third year of five years' payments on the Total Roof Replacement Project. Subsequently, Pathfinder's nine member communities unanimously voted approval of their assessments during their 2018 town meetings, thereby approving the FY19 budget pursuant to

the regional school budget statute. (Please note that Pathfinder's budget increased 0.00 % in FY18, 3.92% in FY17, 1.59% in FY16, and decreased 0.34% in FY15).

Included in Pathfinder's FY19 approved budget assessment calculation, the Regional School Transportation Reimbursement Rate was estimated conservatively at 67 % based on historical receipts over the last 5 years. The final Regional School Transportation Reimbursement Rate was 71 %. Any additional funds received were placed in the districts approved Surplus Transportation Aid Account and must be used in the following fiscal year to reduce the districts transportation budget per Massachusetts General Law.

As stated in past years, Pathfinder has generated substantial annual revenue from the enrollment of non-resident tuition students after all eligible in-district applicants have been accepted. These revenues are used to subsidize the annual operating budgets and reduce District assessments. Annual out-of-district tuition revenue for the last 3 years is as follows: FY16 @ \$415,660, FY17 @ \$561,359 , FY18 @ \$566,234. Pathfinder currently anticipates FY19 revenues to be consistent with the FY18 final revenues.

Pathfinders Chapter 70 Aid has changed very little in recent years with a total increase of \$68,434.00 for the last four years. As the states Foundation Budget Calculation has not been changed/updated since its inception in 1993, the state's support in the specific areas of Health Care Costs and Special Education Costs has been woefully inadequate. The lack of Chapter 70 funding in these areas has caused cities and towns to pick up a disproportionate share of these costs. While the state did convene a Foundation Budget Review Commission in 2014-15, it has yet to adopt any of the commission's suggestions in the areas described above. Until the Foundation Calculation is updated in the areas of health care and special education assumptions, cities and towns will see very little relief. There is growing optimism that the legislature and Governor Baker may make progress on this issue in FY20.

In conclusion, with little to no growth in the areas of Chapter 70 Aid, Regional Transportation Aid, Medicaid Reimbursements and School Choice; future budgeting will require creative solutions to maximize limited educational funding to meet the ever-increasing costs in areas such as English-Learners, Special Education, Salaries, and employee benefits. With this in mind, Pathfinder is continuously reviews both programmatic and operational practices to ensure a "state of the art" career and technical education in a fiscally responsible manner.

The following chart illustrates the FY19 assessments (voted in spring of FY18) to each member community:

Assessment Calculation FY19

Retiree	Roof
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Towns Health	Minimum Project	Additional Total	Extraordinary Contribution	Capital Plan Contribution	Maintenance	Year 1	Trans- portation	
Insurance	Assessment	Assessments						
Belchertown	872,262	381,481	1,887	21,365	47,563	53,209	38,238	1,416,004
Granby	206,212	64,174	628	7,107	8,001	8,951	12,721	307,795
Hardwick	121,826	67,740	286	3,241	8,446	9,448	5,801	216,789
Monson	820,974	303,045	799	9,049	37,784	42,269	16,196	1,230,116
New Braintree	74,133	28,522	127	1,435	3,556	3,978	2,568	114,319
Oakham	157,146	53,479	195	2,203	6,668	7,459	3,943	231,092
Palmer	996,339	502,699	1,222	13,835	62,677	70,116	24,762	1,671,650
Ware	711,683	424,264	1,100	12,459	52,898	59,176	22,299	1,283,879
Warren	275,536	164,001	557	6,306	20,448	22,875	11,286	501,008
TOTALS	4,236,111	1,989,404	6,800	77,000	248,041	277,481	137,815	6,972,652

CONCLUDING STATEMENT

As Pathfinder enters its 46th year offering quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. They have made substantial contributions to the economic health of our District. The committee recognizes that, in this era of accountability and high expectations, many changes need to be made. The increased emphasis on academic skills needs to be maintained without diminishing the quality of students' technical studies.

Finally, the committee wishes to thank our legislators, town officials, and the several town meetings for their support over these years.

The committee is mindful of the prediction that FY20 fiscal picture will undoubtedly present another challenge. However—as always-- the goal will be to preserve the quality of education that the students deserve.

Respectfully submitted,

David Droz (Palmer), Chairman

Michael J. Cavanaugh (Palmer), Vice Chairman

Lorraine F. Alves (Belchertown), Secretary

Francesco Dell'Olio (Belchertown)

William E. Johnson (Granby)

Julie Quink (Hardwick)

Kathleen Barrett (Monson)

Shane Stafford (New Braintree)

Jeffrey Nelson (Oakham)

M. Barbara Ray (Ware)

Heather Ackerman (Warren)

Elan de Ris, Student Member

Gerald L. Paist, Superintendent-Director

2017 Calnnder Year Salaries

LAST/FIRST	JOB TITLE	BASE PAY	ADD'L PAY
DUKE, PAMELA	SUPERINTENDENT SECRETARY	58,274.97	600.00
DEPACE, GERALDINE	SUPERINTENDENT SECRETARY	23,518.79	1,360.00
SMOLA, DEBORAH	ADMIN ASSISTANT	56,556.27	15,393.00
MUNIEC, STEPHEN M	FACILITIES DIRECTOR	85,199.92	225.00
BARNES, THOMAS	TECHNOLOGY DIRECTOR	39,421.46	
BROUGHAM, BONNIE	SCHOOL TEACHER	74,337.70	900.00
FERRY, PATRICIA	SCHOOL TEACHER	71,251.62	1,060.00
GADOMSKI-GENTRY, FRANCINE	SCHOOL TEACHER	72,658.28	1,000.00
LOGSDON, LYNN	SCHOOL TEACHER	72,658.28	1,916.00
MACKIEWICZ, KATHLEEN	SCHOOL TEACHER	63,556.74	700.00
MESSIER, CLAUDIA	SCHOOL TEACHER	69,113.76	1,000.00
OUTHUSE, PAMELA	SCHOOL TEACHER	74,337.70	700.00
PREScott, LAUREL	SCHOOL TEACHER	63,464.32	1,160.00
BROWN, RONDA	SCHOOL PARA	3,581.25	874.00
CORCORAN, PAULA	SCHOOL PARA ELEMENTARY	26,755.14	2,813.00
DAVIS, MARYANN	SCHOOL PARA TEACHERS	22,291.38	15.00
DROZ, LOUISE	SCHOOL TEACHER	49,026.42	
FOLEY, LISA	SCHOOL PARA ELEMENTARY	16,819.56	1,024.00
HAYWARD, LORA	SCHOOL PARA TEACHERS	12,399.12	1,525.00
JACOBS, CHERYL	SCHOOL PARA ELEMENTARY	18,367.70	3,633.00
JOHNSON, ROBYN	SCHOOL SUBSTITUTE TEACHER	2,623.50	274.00

PIKE, CHRISTINA	SCHOOL PARA TEACHERS	12,886.56	3,685.00
KUSZEWSKI, SUE ANN	SCHOOL PARA TEACHERS	16,201.13	3,968.00
LOCKWOOD, SHELLEY	SCHOOL PARA SPECIAL NEEDS	14,534.02	671.00
FORD, MICHELLE	SCHOOL PARA TELMENTARY	23,930.46	2,208.00
NICOLOPOULOS, LEAH	SCHOOL PARA SPECIAL NEEDS	19,542.10	2,305.00
ORZECZ, MARY ELLEN	SCHOOL PARA ELEMENTARY	18,727.60	1,020.00
SIBIK, SARA	SCHOOL PARA TEACHERS	29,869.07	1,231.00
TROIE, BONNIE	SCHOOL PARA TEACHERS	11,601.00	3,685.00
ZELAZO, BETH	SCHOOL PARA HIGH SCH	18,463.64	2,991.00
BERNAT, MAUREEN	SENIOR WORK OFF	750.00	
FONTAINE, MICHELLE	OFFICE MANAGER	43,284.88	
HOY, KATHRYN	SCHOOL RECEPTIONIST	29,770.75	1,110.00
DION, JILL	SCHOOL TEACHER	64,864.68	13,581.00
DRANKA, LINDA	SCHOOL SUBSTITUTE TEACHER	12,881.25	
WEBBER, MELISSA	SCHOOL TEACHER	72,658.28	1,231.00
HALEY, JACQUELINE	PRINCIPAL	101,025.99	21,222.00
HERRING, AMY	SCHOOL TEACHER	71,690.42	2,204.00
KELLAHER, LISA	SCHOOL TEACHER	74,337.70	700.00
KLUPA, MARY	SCHOOL TEACHER	71,251.62	164.00
KORZEC, HEATHER	SCHOOL TEACHER	63,464.32	1,256.00
MARCIANO, NICOLA	SCHOOL TEACHER	63,464.32	9,718.00
MARCINIEC, KARYN	SCHOOL TEACHER	74,337.70	2,150.00
MCINTIRE, HEATHER	SCHOOL TEACHER	71,251.62	700.00
NORTH, SUSAN	PRINCIPAL	97,500.00	1,335.00
ORSZULAK, MICHAEL	SCHOOL TEACHER	71,251.62	700.00
PETRISIS, LINDA	SCHOOL TEACHER	70,521.38	1,000.00
SIMONOKO, CATHERINE	SCHOOL TEACHER	72,658.28	1,290.00
SKOWYRA, ROSEMARY	SCHOOL TEACHER	69,113.76	1,095.00
TAMBACAS, LAURIE	SCHOOL TEACHER	71,251.62	2,500.00
WRIGHT, ANN	SCHOOL SUBSTITUTE TEACHER	4,565.64	10.00
BEAULIEU, MARY	SCHOOL TITLE I	71,251.62	900.00

DEMAIO, JODY	SCHOOL PARAPROFESSIONALS	16,182.56	600.00
LACHUT, GENEVA	SCHOOL PARAPROFESSIONALS	16,944.08	3,937.00
RUSSO, DEBORAH	SCHOOL INSTR AIDES & PARA	25,749.12	3,663.00
ZOSCHAK, LAURA	SCHOOL PARAPROFESSIONALS	16,028.46	3,618.00
CHARETTE, MARY A	SCHOOL PARAPROFESSIONALS	17,920.76	9,281.00
RATHBONE, BONNY	SCHOOL SUBSTITUTE TEACHER	675.00	
BEAUDRY, CHRISTOPHER	SCHOOL TEACHER	72,658.28	6,338.00
CAGAN, SUSAN	SCHOOL TEACHER	71,251.62	900.00
KSEN, KAREN	SCHOOL TEACHER	76,708.24	

MCCARTHY, CHERYL	SCHOOL TEACHER	74,337.70	1,719.00
NOONAN, SANDRA	SCHOOL TEACHER	49,680.00	16,293.00
O'BRIEN, ELIZABETH	SCHOOL TEACHER	71,251.62	895.00
PERITZ-SMITH, IVY	SCHOOL TEACHER	72,658.28	5,130.00
WILK, SANDRA	SCHOOL TEACHER	69,113.76	700.00
YOUNG, TINA	SCHOOL TEACHER	70,521.38	1,000.00
DILEONE, FREDERICK	SCHOOL GUIDANCE COUNSELLOR	71,251.62	7,421.00
ZARENKO, DANA	SCHOOL SUPERV AIDES	22,527.10	760.00
FORTE, GEORGIA	SCHOOL OFFICE MANAGER	27,080.58	137.00
MCDONALD, DEBORAH	SCHOOL RECEPTIONIST	32,414.65	
FULLER, ELAINE	SCHOOL TITLE I	71,251.62	900.00
BROWNE, SHEILA	SCHOOL TEACHER	72,658.28	700.00
BURNS, SEAN	SCHOOL TEACHER	71,251.62	2,323.00
CORBEIL-CRAWFORD, MICHELL	SCHOOL TEACHER	71,251.62	2,323.00
EDWARDS, SARAH	SCHOOL TEACHER	74,337.70	2993
ELMES, KRISTEN	SCHOOL TEACHER	71,251.62	900.00
FARR, PETER	SCHOOL TEACHER	70,521.38	18,074.00
FULLER, MICHAEL	SCHOOL TEACHER	72,658.28	4,041.00
JOHNSON, BRETT	SCHOOL TEACHER	74,337.70	2,123.00
KWASNIEWSKI, EVELYN	SCHOOL SUBSTITUTE TEACHER	8,700.00	
ORTIZ, MICHAEL	SCHOOL TEACHER	69,113.76	9,260.00
PASH, MARGARET	SCHOOL TEACHER	74,337.70	2,525.00
PERITZ, KATHLEEN	SCHOOL TEACHER	60.00	66.00
PERRON, HEATHER	SCHOOL TEACHER	63,464.32	700.00
POULIOT, ANNE	SCHOOL TEACHER	63,464.32	700.00
SANTOS, ROBIN	SCHOOL TEACHER	71,251.62	495.00
SOUKUP-COE, MICHELLE	SCHOOL TEACHER	74,337.70	2,193.00
GRAVELINE, DONNA	SCHOOL TEACHER	71,251.62	900.00
BLANCHETTE, MARY ELLEN	NURSE SUPERVISOR	60,704.36	4,224.00
GLABICKY, BEVERLY	SCHOOL INSTR AIDES & PARA	17,360.84	1,855.00
ABEL, DOROTHY	SCHOOL TEACHER	71,251.62	700.00
HOGAN, PATRICIA	SCHOOL TEACHER	71,251.62	700.00
SANELLI, SUSAN	SCHOOL TEACHER	72,658.28	1,000.00
DUPRE, CYNTHIA	SCHOOL PARA TEACHERS	25,851.80	3,545.00
PEICH, MARIAJANE	SCHOOL PARA TEACHERS	15,856.38	1,240.00
RICHARDSON, PHYLLIS J	SCHOOL PARA TEACHERS	20,911.52	524.00
DESREUISSEAU, TAMMY L	SCHOOL SUBSTITUTE TEACHER	1,812.00	912.00
GALICA, PETER	SCHOOL CUSTODIANS	42,214.97	6,722.00
MANCINI, PATRICIA	SCHOOL PARAPROFESSIONALS	14,951.80	
PIKUL, KATHLEEN A	SCHOOL SUBSTITUTE TEACHER	2,168.75	
MATTHEWS, ROLAND	COMPUTER TECHNICIAN	53,844.44	1,315.00

MCCARTHY, JENNIFER	SCHOOL TEACHER	71,251.62	985.00
LAVELLE, ERICA	SCHOOL TEACHER	71,251.62	895.00
MIGLIOZZI, REE K	SCHOOL TEACHER	74,337.70	5,810.00
MIGNAULT, SARAH J	SCHOOL TEACHER	62,921.12	
GUNTHER, SARAH B	SCHOOL PARAPROFESSIONALS	10,778.12	102.00
LES, RICHARD J	SCHOOL SUBSTITUTE TEACHER	4,931.00	4,931.00
STETKIEWICZ, DAVID G	ASSISTANT PRINCIPAL	91,957.45	8,280.00
DESANTY, WILLIAM J	SCHOOL TEACHER	72,658.28	1,400.00
WALSH, DAWN V	SCHOOL TEACHER	74,337.70	900.00
HAAS, MICHAEL P	SCHOOL TEACHER	71,251.62	2,928.00
MINNS, RYAN T	SCHOOL TEACHER	71,251.62	4,400.00
SYPER, JOZEF	SCHOOL CUSTODIANS	31,928.00	6,342.00
CALLAHAN, MARY LOU	PRINCIPAL	9,693.62	
CHUDY, KAREN A	SCHOOL TEACHER	71,251.62	895.00
GAFFRON, JOHN V	SCHOOL TEACHER	72,658.28	2,616.00
LAVALLEE, CHRISTINE L	SCHOOL TEACHER	71,251.62	4,647.00
MARCEAU, KATHERINE A	SCHOOL TEACHER	71,251.62	1,199.00
PERITZ, DAVID M	SCHOOL TEACHER	71,251.62	700.00
SANTER, JULIE A	SCHOOL TEACHER	74,337.70	1,950.00
CHAPIN, PAULA L	SCHOOL TEACHER	71,251.62	5,493.00
TATLOCK, CRISTINA D	SCHOOL TEACHER	71,251.62	700.00
DIAMANTI, SONIA	SCHOOL SUPERV AIDES	10,456.51	478.00
JORDAN, BREANNE E	SCHOOL TEACHER	58,512.16	357.00
NEWLAND, ANDREA M	SCHOOL SUBSTITUTE TEACHER	5,342.00	1,095.00
DOTY, MARY P	SCHOOL TEACHER	71,251.62	
MARTIN, JENNIFER A	SCHOOL TEACHER	34,923.73	2,000.00
PETIT, ALLISON F	ASSISTANT PRINCIPAL	71,251.62	
DOBSON, ANA G	SCHOOL TITLE I	63,464.32	
MILLER, CYNTHIA M	SPED DIRECTOR	47,858.46	8,467.00
LANDINE, KATHERINE E	SCHOOL TEACHER	68,424.36	
REGAN, KATHLEEN J	SCHOOL TEACHER	68,424.36	
SMITH, EILEEN P	SCHOOL INSTR AIDES & PARA	14,626.02	1,646.00
BURNHAM, GAIL A	SCHOOL TEACHER	62,921.12	1,250.00
FORTUNE, SHARON L	SCHOOL TEACHER	18,462.08	
WILDER, BARBARA A	SCHOOL CUSTODIAN	21,171.15	1,571.00
BURNS, TRACY J	SCHOOL TEACHER	72,658.28	
KIDA, TRACEY M	SCHOOL TEACHER	71,251.62	1,993.00
SANTOS, HEATHER L	SCHOOL TEACHER	62,921.12	1,166.00
BLANCHETTE, GARY A	SCHOOL COMMITTE STIPEND	600.00	600.00
DUDEK, ELIZABETH A	SCHOOL TEACHER	62,921.12	

WINDOLOSKI, BARBARA J	SCHOOL SUBSTITUTE TEACHER	6,181.00	1,296.00
HALEY, MARIE A	SCHOOL SUBSTITUTE NURSE	2,431.25	
KOSS, GREGORY M	SCHOOL TEACHER	56,510.74	3,590.00
KOSS, GREGORY M	SCHOOL TEACHER	3,590.00	
PASQUAROSA, ANTHONY P	SCHOOL TEACHER	55,316.48	
LEVASSEUR, DENISE M	SCH CUSTODIAN PT	2,100.00	
BLAZEJOWSKI, CRAIG M	SCHOOL TEACHER	74,727.62	
COSTELLO, NICOLE R	SCHOOL GUIDANCE COUNSELLOR	61,795.94	1,250.00
MINNIE, MAUREEN E	SCHOOL PARAPROFESSIONALS	13,298.46	1,250.00
BLY, RACHAEL F	SCHOOL PARAPROFESSIONALS	11,844.17	99.00
MATERA, TODD R	SCHOOL CUSTODIANS	41,129.12	4,840.00
PETERSON, KATHRYN T	SCHOOL TEACHER	48,425.62	5,000.00
METCALF, RICHARD	SCHOOL CUSTODIANS	25,708.67	1,632.00
DOBIECKI, KRISTINA A	SCHOOL GUIDANCE COUNSELLOR	57,301.52	4,802.00
DEMAIO, JODY	SCHOOL PARAPROFESSIONALS	16,182.56	600.00
LACHUT, GENEVA	SCHOOL PARAPROFESSIONALS	16,944.08	3,937.00
RUSSO, DEBORAH	SCHOOL INSTR AIDS & PARA	25,749.12	3,663.00
ZOSCHAK, LAURA	SCHOOL PARAPROFESSIONALS	16,028.46	3,618.00
CHARETTE, MARY A	SCHOOL PARAPROFESSIONALS	17,920.76	9,281.00
RATHBONE, BONNY	SCHOOL SUBSTITUTE TEACHER	675.00	
BEAUDRY, CHRISTOPHER	SCHOOL TEACHER	72,658.28	6,338.00
CAGAN, SUSAN	SCHOOL TEACHER	71,251.62	900.00
KSEN, KAREN	SCHOOL TEACHER	76,708.24	
MCCARTHY, CHERYL	SCHOOL TEACHER	74,337.70	1,719.00
NOONAN, SANDRA	SCHOOL TEACHER	49,680.00	16,293.00
O'BRIEN, ELIZABETH	SCHOOL TEACHER	71,251.62	895.00
PERITZ-SMITH, IVY	SCHOOL TEACHER	72,658.28	5,130.00
WILK, SANDRA	SCHOOL TEACHER	69,113.76	700.00
YOUNG, TINA	SCHOOL TEACHER	70,521.38	1,000.00
DILEONE, FREDERICK	SCHOOL GUIDANCE COUNSELLOR	71,251.62	7,421.00
ZARENKO, DANA	SCHOOL SUPERV AIDS	22,527.10	760.00
FORTE, GEORGIA	SCHOOL OFFICE MANAGER	27,080.58	137.00
MCDONALD, DEBORAH	SCHOOL RECEPTIONIST	32,414.65	
FULLER, ELAINE	SCHOOL TITLE I	71,251.62	900.00
BROWNE, SHEILA	SCHOOL TEACHER	72,658.28	700.00
BURNS, SEAN	SCHOOL TEACHER	71,251.62	2,323.00
CORBEIL-CRAWFORD, MICHELL	SCHOOL TEACHER	71,251.62	2,323.00
EDWARDS, SARAH	SCHOOL TEACHER	74,337.70	2993
ELMES, KRISTEN	SCHOOL TEACHER	71,251.62	900.00
FARR, PETER	SCHOOL TEACHER	70,521.38	18,074.00
FULLER, MICHAEL	SCHOOL TEACHER	72,658.28	4,041.00

JOHNSON, BRETT	SCHOOL TEACHER	74,337.70	2,123.00
KWASNIEWSKI, EVELYN	SCHOOL SUBSTITUTE TEACHER	8,700.00	
ORTIZ, MICHAEL	SCHOOL TEACHER	69,113.76	9,260.00
PASH, MARGARET	SCHOOL TEACHER	74,337.70	2,525.00
PERITZ, KATHLEEN	SCHOOL TEACHER	60.00	66.00
PERRON, HEATHER	SCHOOL TEACHER	63,464.32	700.00
POULIOT, ANNE	SCHOOL TEACHER	63,464.32	700.00
SANTOS, ROBIN	SCHOOL TEACHER	71,251.62	495.00
SOUKUP-COE, MICHELLE	SCHOOL TEACHER	74,337.70	2,193.00
GRAVELINE, DONNA	SCHOOL TEACHER	71,251.62	900.00
BLANCHETTE, MARY ELLEN	NURSE SUPERVISOR	60,704.36	4,224.00
GLABICKY, BEVERLY	SCHOOL INSTR AIDES & PARA	17,360.84	1,855.00
ABEL, DOROTHY	SCHOOL TEACHER	71,251.62	700.00
HOGAN, PATRICIA	SCHOOL TEACHER	71,251.62	700.00
SANELLI, SUSAN	SCHOOL TEACHER	72,658.28	1,000.00
DUPRE, CYNTHIA	SCHOOL PARA TEACHERS	25,851.80	3,545.00
PEICH, MARIAJANE	SCHOOL PARA TEACHERS	15,856.38	1,240.00
RICHARDSON, PHYLLIS J	SCHOOL PARA TEACHERS	20,911.52	524.00
DESREUSSEAU, TAMMY L	SCHOOL SUBSTITUTE TEACHER	1,812.00	912.00
GALICA, PETER	SCHOOL CUSTODIANS	42,214.97	6,722.00
MANCINI, PATRICIA	SCHOOL PARAPROFESSIONALS	14,951.80	
PIKUL, KATHLEEN A	SCHOOL SUBSTITUTE TEACHER	2,168.75	
MATTHEWS, ROLAND	COMPUTER TECHNICIAN	53,844.44	1,315.00
MCCARTHY, JENNIFER	SCHOOL TEACHER	71,251.62	985.00
LAVELLE, ERICA	SCHOOL TEACHER	71,251.62	895.00
MIGLIOZZI, REE K	SCHOOL TEACHER	74,337.70	5,810.00
MIGNAULT, SARAH J	SCHOOL TEACHER	62,921.12	
GUNTHER, SARAH B	SCHOOL PARAPROFESSIONALS	10,778.12	102.00
LES, RICHARD J	SCHOOL SUBSTITUTE TEACHER	4,931.00	4,931.00
STETKIEWICZ, DAVID G	ASSISTANT PRINCIPAL	91,957.45	8,280.00
DESANTY, WILLIAM J	SCHOOL TEACHER	72,658.28	1,400.00
WALSH, DAWN V	SCHOOL TEACHER	74,337.70	900.00
HAAS, MICHAEL P	SCHOOL TEACHER	71,251.62	2,928.00
MINNS, RYAN T	SCHOOL TEACHER	71,251.62	4,400.00
SYPER, JOZEF	SCHOOL CUSTODIANS	31,928.00	6,342.00
CALLAHAN, MARY LOU	PRINCIPAL	9,693.62	
CHUDY, KAREN A	SCHOOL TEACHER	71,251.62	895.00
GAFFRON, JOHN V	SCHOOL TEACHER	72,658.28	2,616.00
LAVALLEE, CHRISTINE L	SCHOOL TEACHER	71,251.62	4,647.00
MARCEAU, KATHERINE A	SCHOOL TEACHER	71,251.62	1,199.00
PERITZ, DAVID M	SCHOOL TEACHER	71,251.62	700.00

SANTER, JULIE A	SCHOOL TEACHER	74,337.70	1,950.00
CHAPIN, PAULA L	SCHOOL TEACHER	71,251.62	5,493.00
TATLOCK, CRISTINA D	SCHOOL TEACHER	71,251.62	700.00
DIAMANTI, SONIA	SCHOOL SUPERV AIDES	10,456.51	478.00
JORDAN, BREANNE E	SCHOOL TEACHER	58,512.16	357.00
NEWLAND, ANDREA M	SCHOOL SUBSTITUTE TEACHER	5,342.00	1,095.00
DOTY, MARY P	SCHOOL TEACHER	71,251.62	
MARTIN, JENNIFER A	SCHOOL TEACHER	34,923.73	2,000.00
PETIT, ALLISON F	ASSISTANT PRINCIPAL	71,251.62	
DOBSON, ANA G	SCHOOL TITLE I	63,464.32	
MILLER, CYNTHIA M	SPED DIRECTOR	47,858.46	8,467.00
LANDINE, KATHERINE E	SCHOOL TEACHER	68,424.36	
REGAN, KATHLEEN J	SCHOOL TEACHER	68,424.36	
SMITH, EILEEN P	SCHOOL INSTR AIDS & PARA	14,626.02	1,646.00
BURNHAM, GAIL A	SCHOOL TEACHER	62,921.12	1,250.00
FORTUNE, SHARON L	SCHOOL TEACHER	18,462.08	
WILDER, BARBARA A	SCHOOL CUSTODIAN	21,171.15	1,571.00
BURNS, TRACY J	SCHOOL TEACHER	72,658.28	
KIDA, TRACEY M	SCHOOL TEACHER	71,251.62	1,993.00
SANTOS, HEATHER L	SCHOOL TEACHER	62,921.12	1,166.00
BLANCHETTE, GARY A	SCHOOL COMMITTE STIPEND	600.00	600.00
DUDEK, ELIZABETH A	SCHOOL TEACHER	62,921.12	
WINDOLOSKI, BARBARA J	SCHOOL SUBSTITUTE TEACHER	6,181.00	1,296.00
HALEY, MARIE A	SCHOOL SUBSTITUTE NURSE	2,431.25	
KOSS, GREGORY M	SCHOOL TEACHER	56,510.74	3,590.00
KOSS, GREGORY M	SCHOOL TEACHER	3,590.00	
PASQUAROSA, ANTHONY P	SCHOOL TEACHER	55,316.48	
LEVASSEUR, DENISE M	SCH CUSTODIAN PT	2,100.00	
BLAZEJOWSKI, CRAIG M	SCHOOL TEACHER	74,727.62	
COSTELLO, NICOLE R	SCHOOL GUIDANCE COUNSELLOR	61,795.94	1,250.00
MINNIE, MAUREEN E	SCHOOL PARAPROFESSIONALS	13,298.46	1,250.00
BLY, RACHAEL F	SCHOOL PARAPROFESSIONALS	11,844.17	99.00
MATERA, TODD R	SCHOOL CUSTODIANS	41,129.12	4,840.00
PETERSON, KATHRYN T	SCHOOL TEACHER	48,425.62	5,000.00
MIETCALF, RICHARD	SCHOOL CUSTODIANS	25,708.67	1,632.00
DOBIECKI, KRISTINA A	SCHOOL GUIDANCE COUNSELLOR	57,301.52	4,802.00

WOOD, JILLIAN A	SCHOOL TEACHER	49,804.92	
LES, CATHERINE R	SCHOOL CLERK	22,215.95	7,065.00
MARCINIEC, MATTHEW J	SCHOOL TEACHER	45,669.42	4,110.00
RIEL, CYNTHIA G	TECHNOLOGY CLERK	37,072.88	3,461.00

WELLINGTON, PHILIP	SCHOOL SUBSTITUTE TEACHER	3,621.00	236.00
KUBALA, JOSEPH S	SCHOOL SUBSTITUTE TEACHER	4,400.00	
BANVILLE, ANNE M	SCHOOL TEACHER	55,682.90	
COMRIE, VANESSA L	SCHOOL TEACHER	62,921.12	577.00
BURNS, MICHAEL J	ASSESSOR	11,715.00	
WHITE, KENNETH G	POLICE OFFICER	55,828.63	5061.00
ROY, ALAN J	FOREST WARDEN-MANAGER'S OFFICE	3,000.00	
COLE, LAURIE A	CLERK	23,648.00	1952
SULLIVAN, ERIN F	POLICE OFFICER	69,434.94	35681
JANULEWICZ, JOHN J	POLICE LIEUTENANT	102,588.01	27312.47
BRAY, WILLIAM S	POLICE OFFICER	57,462.01	18301
BRAWN, MICHAEL K	MAINTENANCE TECHNICIAN	43,059.33	6724
BALDYGA, CAROLYN I	TAX COLLECTOR	44,066.43	1,450.00
PISARCZYK, RUDOLPH M	SENIOR FOREMAN	32,486.37	
SKOWRONEK, MICHAEL S	FOREMAN - CEMETERY	51,565.00	1,493.00
NORTH, RODNEY A	SERGEANT - POLICE	68,431.98	5,536.00
JASAK, CYNTHIA A	OUTREACH COORDINATOR	35,801.00	300.00
PARDO, LYNN E	CLERK	30,548.00	737.00
SAWICKI, JOSEPH	ASSISTANT DIRECTOR OF DPW	54,162.00	12,855.00
PROVOST, SUZANNE M	SCHOOL CLERK	12,245.00	1,380.00
BAILEY, SUSAN L	FOOD SERVICE DIRECTOR	45,467.17	739.00
MOYNAHAN, DENNIS	PUMP STATION/CSO OPERATOR G2	54,289.00	5,233.00
TURNER, JEFFREY M	OPERATORS & VACTOR DRIVER	66,283.00	5,883.00
PIECHOTA, TAMMY A	SENIOR EMERGENCY TELE COMMUNIC	53,226.00	450.00
LUKASKIEWICZ, PAUL S	POLICE OFFICER	72,483.39	15,291.00
NESTOR, CAROL E	SCHOOL LUNCH - 30 HPW	17,710.41	800.00
FORD, SEAN M	POLICE OFFICER	85,603.62	15,186.00
NORTH, DEBORAH L	PART TIME VAN DRIVER	14,440.35	795.00
HALEY, SCOTT E	SERGEANT - POLICE	22,667.56	568.00
BATES, PAIGE M	SCHOOL LUNCH - 17 HPW	15,147.79	600.00
LES, RICHARD J	SCHOOL LUNCH EMPLOYEES	11,489.64	400.00
STAHELSKI, GARY	GAS INSPECTOR	7,605.00	
BURNS, CHRISTOPHER J	SERGEANT - POLICE	123,362.99	5,647.00
PINCINCE, ERIN E	COA DIRECTOR	64,078.97	1,800.00
RAYMOND, TINA MARIE	SCHOOL LUNCH - 30 HPW	16,394.43	600.00
SKOWRONEK, GERALD	DIRECTOR OF DPW	89,250.00	3,430.00
WILK, RUDOLPH B	POLICE OFFICER	63,457.03	8,607.00
LORD, KENNETH	OPERATOR/INDUSTRIAL PRETREAT C	76,651.74	2,800.00
WAHLERS, RICHARD H	POLICE OFFICER	63,068.68	8,385.00
KSIEŃIEWICZ, CHARLES	TOWN COUNSEL - MANAGERS OFFICE	21,000.00	
DAVEY, ALICE L	COMM DEV DIRECTOR	60,274.42	1,850.00

CZEPIEL, BONNIE	SCHOOL LUNCH	2,124.64	407.00
EURKUS, PAUL K	JUNIOR FOREMAN	21,399.36	945.00
NICHOLS, GERALD	PLUMBING INSPECTOR	7,884.00	
COMEAU, JOSEPH	PARK EQUIP OPERATOR	41,311.00	1,158.00
JASAK, LAWRENCE M	ASSESSOR	1,125.00	
SERRATO, JOSEPH V	SEALER WGT&MSR-MNGRS. OFFICE	2,750.04	
COACHE, SUSAN M	TOWN CLERK	57,374.58	1,550.00
JUSKO, KEVIN M	MAINTENANCE SUPERVISOR	58,700.91	4,735.00
MELNICK, JOHN S	POLICE OFFICER	69,819.33	1,408.00
TENCZAR, RAYMOND L	SERGEANT - POLICE	74,834.49	16,908.00
GILMORE, CYNTHIA	POLICE FIREARMS CLERK	18,890.00	300.00
MCNALLY, BRIAN P	POLICE OFFICER	75,562.19	8,066.00
HANDZEL, DAVID M	SENIOR FORMAN PARK	40,058.08	1,649.00
CAMILLERI, SCOTT	POLICE OFFICER	57,009.26	8,150.00
COSTA, CATHERINE J	EMERGENCY TELECOMMUNICATOR	43,179.53	946.00
GIBSON, LINDA A	SCHOOL LUNCH - 30 HPW	22,764.66	3,107.00
ABLICKI, TIFFANEY A	SCHOOL PARAPROFESSIONALS	4,604.98	2,550.00
BUCIOR, DENISE I	ASSISTANT ASSESSOR	32,173.21	844.00
FERRY, JOSEPH D	CLERK	30,548.83	587.00
BURKE, SANDRA S	LIBRARY TECHNICIAN	36,342.42	
DESGRANGES, ANNE M	SCHOOL SUBSTITUTE TEACHER	290.25	138.00
BURNS, DAVID E	POLICE OFFICER	58,246.05	54,821.00
GOLENSKI, AMY B	LIBRARY ASSISTANT	33,805.29	
OCHS, TYLER J	SCHOOL TEACHER	5,309.02	
RAYMOND, ERIC A	POLICE OFFICER	30,625.23	8,755.00
FLAMAND, JACQUELINE R	SCHOOL TEACHER	54,543.64	325.00
ROBERTS, CATHERINE A	SCHOOL TEACHER	45,669.42	2,879.00
OCONNOR, HELENE	ASSISTANT YOUTH SERVICES DIREC	46,329.83	
BLANCHARD, CHARLES T	TOWN MANAGER'S OFFICE	137,956.18	1,080.00
BLANCHETTE, ALISON T	SCHOOL TEACHER	44,291.46	1,728.00
VARJABEDIAN, SOURPOUHIE	PAGE - LIBRARY	8,894.29	
OCHS, CHRISTINE M	SCHOOL LUNCH - 17 HPW	12,980.04	400.00
TOELKEN, CHRISTINE A	SCHOOL LUNCH 30HPW	20,486.63	2,800.00
NEILSEN, TAUNYA M	SCHOOL GUIDANCE COUNSELLOR	71,251.62	2,177.00
WILLIAMS, THERESE L	SCHOOL TEACHER	71,251.62	
DUCLOS, KRISTINE E	SCHOOL CLERK	17,826.84	
MORSE, SHARON L	FULL TIME VAN DRIVER	22,189.50	1,343.00
MAJKA, JOAN M	PRINCIPAL CLERK	24,894.22	515.00
LESAGE, WENDY	DOG OFFICER	39,460.52	
DEMETRIUS, SHERRIE L	SCHOOL CUSTODIAN PART TIME	1,920.00	
HOLLOWAY, PAUL E	SCHOOL TEACHER	52,560.90	8,045.00

KUZMISKI, JOHN P	TOWN ACCOUNTANT	66,208.53	1,700.00
LAROCQUE, JILL A	SCHOOL PARAPROFESSIONALS	13,916.74	1,314.00
PARDO, JEFFREY E	HIGHWAY EQUIPMENT OPERATOR	42,867.00	9,716.00
BREWER, ADAM R	SCHOOL SUBSTITUTE TEACHER	3,590.00	
FOWLER, THOMASINE M	SCHOOL INSTR AIDES & PARA	7,199.17	
KILEY, KRISTINE M	SCHOOL TEACHER	58,678.74	
BARRY, BARBARA A	TOWN MANAGER'S OFFICE	1,200.00	
GOLAS, ANDREW M	ADMIN ASSISTANT TN MAN	29,743.41	1,200.00
HELLIWELL, ROBERT H	CUSTODIAN PART TIME	10,510.90	
MADDEN, THOMAS J	PART TIME VAN DRIVER	3,683.68	
SKOWYRA, GLORIA M	ACCTNG CLERK PT	170.07	
LYNCH, ELIZABETH A	SCHOOL LUNCH EMPLOYEES	15,366.60	400.00
MADDEN, LORETTA M	CLERK PART TIME	439.20	
LEDUC, LINDA G	TOWN PLANNER	65,274.09	2,050.00
WILLIAMS, SCOTT A	OPERATORS & VACTOR DRIVER	50,136.23	12,415.00
KNOLTON, VICTORIA J	ASSISTANT DIRECTOR LIBRARIAN	50,098.27	
MAHER, STEPHANIE J	ASSISTANT YOUTH SERVICES DIREC	40,131.08	
SIKORSKI, CAROL A	SCHOOL LUNCH EMPLOYEES	9,764.32	

BIRON, ARTHUR L	SCH CUSTODIAN PT	6,626.51	
LAMAY, LINDA J	COUNCIL ON AGING - CLERK	14,244.49	200.00
SEARS, JAMES M	OPERATORS & VACTOR DRIVER	46,900.35	7,933.00
ELLIOTT, DONALD C	CIVIL DEFENSE DIRECTOR	4,500.00	
JANOSZ, JOHN E	PT WORKER RECYCLING FACILITY	432.00	
MURRAY, JOYCE K	PT WORKER RECYCLING FACILITY	648.00	
WESTON, GERALD D	WIRE INSPECTOR	57,641.59	
HALEY, JEREMY J	POLICE OFFICER	57,632.42	30,841.00
HIGGINS, MARGARET M	REGISTRAR	666.68	
MITCHELL, JAMES E	SEASONAL LABORER	3,360.00	
TOPOR, CHESTER W	REGISTRAR	666.68	
WELSH, CHRISTOPHER P	POLICE OFFICER	57,203.36	30,094.00
GOULD, STACEY L	SCHOOL LUNCH EMPLOYEES	9,852.62	
LEFEVRE, JOHN T	EMERGENCY TELECOMMUNICATOR	43,971.48	3,562.00
BRODEUR, KENNETH R	MAINTENANCE TECHNICIAN	42,966.40	11,741.00
HINTZE, SUSAN T	BOH CLERK PT	8,828.96	426.00
OLIVEIRA, KRISTEN B	RECREATION HOURLY	5,520.00	
BELISLE, ROSALIE M	EMERGENCY TELECOMMUNICATOR	41,981.23	14,110.00
MARCINIEC, EMILY A	SCHOOL PARAPROFESSIONALS	4,277.12	
ZEBROWSKI, RALPH J	MAINTENANCE TECHNICIAN	48,275.27	10,039.00
HEBERT, PHILIP J	TOWN COUNCIL	600.00	
MARCINIEC, MICHAEL	PLANNING BOARD MEMBER	1,200.00	

BURNS-JOHNSON, PAUL E	PLANNING BOARD MEMBER	1,200.00	
CZECH, NORMAN	PLANNING BOARD MEMBER	1,200.00	
BURNS, KATHLEEN	PLANNING BOARD MEMBER	1,200.00	
GARTMAN, ANN E	SCHOOL TEACHER	53,162.10	2,228.00
TORRES-LOPEZ, OLGA A	SCHOOL TEACHER	36,282.42	1,196.00
TROMBLEY, ELIZABETH J	SCH CUSTODIAN PT	836.00	
HOTCHKISS, KAYLEE N	SCHOOL TEACHER	48,425.62	4,266.00
SALZMANN, MARY D	TOWN MANAGER'S OFFICE	1,200.00	
CADIEUX, COURTNEY M	SCHOOL CUSTODIANS	25,499.79	2,004.00
SKOWYRA, THOMAS S	PLANNING BOARD MEMBER	1,200.00	
LYNCH, KERRY H	SCHOOL TEACHER	48,425.62	
MATHIEU, JOSHUA J	HEALTH AGENT- BD OF HEALTH	39,661.62	1,000.00
MITCHELL, REBECCA J	SCHOOL LUNCH - 30 HPW	14,011.29	
ANDRE, KIM M	SCHOOL CLERK	28,124.13	
FLOYD, LYLIAN A	SCHOOL PARAPROFESSIONALS	12,874.84	1,056.00
STAMM, SANDRA M	SCHOOL PARAPROFESSIONALS	12,789.07	281.00
JOSEPHSON, RICHARD E	SENIOR FOREMAN	48,678.55	6,222.00
CORRIVEAU, RAY T	DRIVER LABORER	44,114.11	9,079.00
DEMETRIUS, KATHLEEN M	ACCOUNTS PAYABLE CLERK	38,625.02	
COWLEY, COURTNEY R	SCHOOL TEACHER	53,162.10	
PARKER, NICOLE R	ADMINISTRATIVE ASSISTANT CD	36,821.87	605.00
HELLIWELL, ANITA M	SENIOR WORK OFF	750.00	
KEITH, BARBARA H	SENIOR WORK OFF	750.00	
OLSON, PAMELA K	SENIOR WORK OFF	750.00	
LYNCH, DAVID M	SCHOOL COMMITTE STIPEND	600.00	
JASAK, MILDRED	SENIOR WORK OFF	750.00	
CANTIN, STACIA A	SENIOR WORK OFF	750.00	
KIRKLAND, DYLAN Z	SCHOOL PARAPROFESSIONALS	4,964.56	3,412.00
PANACCIONE, ANGELA C	CONSERVATION AGENT P.T.	42,747.88	814.00
WEEKS, BONITA J	BUILDING INSPECTOR	60,690.59	1,200.00

DOW, SHOREY E	SCHOOL GUIDANCE COUNSELLOR	53,162.10	1,166.00
GUSTAFSON, SCOTT D	SCHOOL CUSTODIAN	3,786.75	
SANELLI, ANGIOLINA L	SCHOOL PARAPROFESSIONALS	13,896.56	2,410.00
NICKERSON, SHARON L	ACCOUNTS PRINCIPAL CLERK	32,413.75	401.00
CADIEUX, COURTNEY	SCHOOL LUNCH EMPLOYEES	2,203.32	
ELIE, AMANDA A	SCHOOL TEACHER	47,048.48	2,821.00
WAHLERS, RICHARD M	SCHOOL SUBSTITUTE TEACHER	2,779.00	
BURNS, LEAH M	EMERGENCY TELECOMMUNICATOR	30,983.96	716.00
BERKOWITZ, MADELINE R	SCHOOL PSYCHOLOGIST	37,481.58	
CHILD, APRIL O	SCHOOL NURSES	36,565.16	

ZIMMER, JANICE M	SCHOOL TEACHER	50,487.95	
ALLEN, TYLER F	POLICE OFFICER	33,612.51	31,799.00
SARAGE, EVA L	SCHOOL SUBSTITUTE	33,186.28	879.00
DUCHARME, DEBORAH J	SCHOOL LUNCH EMPLOYEES	2,787.58	
PARSONS, MATTHEW J	POLICE OFFICER	44,409.64	10,312.00
GODDEN, DANIEL E	SCHOOL TEACHER	51,784.70	5,444.00
PERNICIARO, ALISSA A	SCHOOL TEACHER	14,590.48	5,746.00
NGAN, ASHLEY M	LIBRARY ASSISTANT	38,220.09	
DECARA, MATTHEW A	YOUNG ADULT LIBRARIAN	38,871.84	
SAVELL, KARYN E	SCHOOL GUIDANCE COUNSELLOR	53,647.16	
WELLS, WILLIAM J	LABORER	21,684.11	1,684.00
MASTALERZ, ANDREA K	SCHOOL COMMITTE STIPEND	1,200.00	
LYNCH, JAMES J	SCHOOL COMMITTE STIPEND	1,200.00	
GRISWOLD, RONALD J	DRIVER LABORER	24,462.54	5,295.00
CZABAJ, NANCY	SCH CUSTODIAN PT	13,275.64	
LAROSA, GRACE A	SCHOOL CUSTODIAN PART TIME	17,046.08	
BAER, KENNETH M	POLICE OFFICER	57,466.44	43,824.00
RIENDEAU, LYNNE R	SENIOR WORK OFF	750.00	
OSTROUT, JAMES R	RECREATION DIRECTOR	11,531.09	500.00
FISK, PATRICIA D	SENIOR WORK OFF	750.00	
BALDWIN, CARMEN M	SCHOOL PARAPROFESSIONALS	11,269.48	809.00
BERNAT, WILLIAM J	CEMETERY EQUIPMENT OPERATOR	660.00	
VALLEY, ANTHONY	SCHOOL SUBSTITUTE TEACHER	1,333.88	
CHARETTE, MARY A	RECREATION HOURLY	1,962.00	
ROLLINS, JOSEPH P	DRIVER LABORER	41,732.87	4,839.00
WHITCOMB, VINCENT R	SCHOOL VAN COORDINATOR	1,124.50	624.00
LAVOIE, ROBERT B	TOWN MANAGER'S OFFICE	1,200.00	
PREECE, HEATHER M	SCHOOL TEACHER	49,570.95	
DRAKE, MATTHEW C	SCHOOL TEACHER	51,784.70	
HACKNEY, JEANNE	ASSISTANT PRINCIPAL	46,737.92	2,000.00
MINER, JAIME M	SCHOOL NURSES	32,817.42	
BERTHIAUME, KATIE M	SCHOOL TEACHER	54,543.64	1,542.00
WALCH, LISA A	SCHOOL PARAPROFESSIONALS	14,566.84	3,410.00
YOUNG, MARC P	TEACHER	31,945.86	1,250.00
ST. ONGE, LINDA J	TREASURER / COLLECTOR	46,889.23	1,000.00
DENMEAD, JOHN C	SCHOOL TEACHER	49,654.54	
HEYDARE, CHRISTINE M	SCHOOL PARAPROFESSIONALS	12,874.84	3,148.00
REMILLARD, JONATHAN D	SCHOOL SUBSTITUTE TEACHER	4,488.00	
ROGERS, COLIN A	EMERGENCY TELECOMMUNICATOR	24,906.19	7,858.00
SIKES, RAMON F	SCHOOL SUBSTITUTE TEACHER	2,452.28	
KING, EVAN W	EMERGENCY TELECOMMUNICATOR	29,536.36	7,528.00

O'CONNOR, PATRICK J	POLICE MATRON	2,292.50	
MURRAY, LISA J	SCHOOL COMMITTE STIPEND	1,200.00	
KACZMARCZYK, MICHELE B	COMM DEV ADMIN ASSISTANT	32,173.21	444.00
HOOD, BENJAMIN R	LIBRARY DIRECTOR	59,511.09	
WEGIEL, SAMANTHA E	SCHOOL SUBSTITUTE TEACHER	3,711.75	537.00
PICOTTE, RICHARD A	CUSTODIAN PART TIME	4,555.27	378.00
MURRAY, ALEXA L	SCHOOL SUBSTITUTE TEACHER	328.50	
CLARK, RICHARD A	YOUNG ADULT LIBRARIAN	36,083.44	
KOZDRONKIEWICZ, ROBERT M	CEMETERY EQUIPMENT OPERATOR	8,838.00	
HERMANSON, MICHAEL R	DRIVER LABORER	20,396.59	6,812.00
SZELAG, JOANNE G	YOUNG ADULT LIBRARIAN	36,772.46	
RIEL, NICOLE C	SCHOOL PARAPROFESSIONALS	14,500.00	1,219.00
HIGNEY, KYLE J	SCHOOL SUBSTITUTE TEACHER	3,106.00	
CZAJA, EMILY V	SCHOOL SUBSTITUTE TEACHER	300.00	
DAMIEN, DREW A	PAYROLL CLERK	54,207.57	
CULVERHOUSE, KATE L	RECREATION HOURLY	2,250.00	
LELAND, KYLIE M	SCHOOL SUBSTITUTE TEACHER	1,240.00	
STAHELSKI, MADISON L	SCHOOL SUBSTITUTE TEACHER	744.00	
CARTIER, MEAGHAN L	SCHOOL SUBSTITUTE TEACHER	776.00	
BAKER, LORINDA L	TOWN MANAGER'S OFFICE	1,200.00	
ROMANIAK, KAITLIN S	SCHOOL TEACHER	50,667.24	
CHALMERS, MEAGHEN E	SCHOOL TEACHER	49,029.54	2,228.00
ANTI, KAREN H	SCHOOL TEACHER	49,029.54	
MIDDLETON, KELLY E	SCHOOL TEACHER	49,029.54	
BABINSKI, AMANDA M	ADMINISTRATIVE ASSISTANT	34,795.02	2,225.00
BURKE, LISA M	SCHOOL PARAPROFESSIONALS	18,564.26	
PHILLIPS, MARK J	SCHOOL TEACHER	74,446.08	
LEROUX, ROBERT W	ASSESSOR	54,939.09	1,200.00
HENRY, SHAWNA M	SCHOOL PARA TEACHERS	7,285.20	1,393.00
KLEIMAN, ELANA M	SCHOOL TEACHER	34,514.40	
BENOIT, JUSTIN T	MECHANICAL	41,992.22	6,313.00
CROWTHER, BRETT M	JUNIOR FOREMAN	42,600.68	5,552.00
CASSAVANT, MARK A	HIGHWAY EQUIPMENT OPERATOR	42,541.56	8,046.00
HALEY, JARED J	SCHOOL TEACHER	21,729.00	1,164.00
PETRASHEWICZ, JOHN G	SCHOOL SUBSTITUTE TEACHER	6,056.25	
WETHERELL, EILEEN M	SCHOOL PARAPROFESSIONALS	14,117.84	
BANVILLE, LINDSAY A	SCHOOL SUBSTITUTE NURSE	21,340.38	1,102.00
MALCOVSKY, EMILY M	ASSISTANT	29,253.42	
LACROIX, PAUL A	SCHOOL PARAPROFESSIONALS	5,122.79	
RAYMOND, EMILY M	SCHOOL LUNCH - 17 HPW	7,489.75	
NADEAU, ANITA G	SCHOOL LUNCH 17HPW	1,011.36	

NADOLSKI, LEE	SENIOR WORK OFF	750.00	
SWIST, DOROTHY J	SENIOR WORK OFF	750.00	
WHALLEY, REBECCA L	SCHOOL PARA TEACHERS	11,682.18	707.00
FUSSELL, THERON S	SCHOOL SUBSTITUTE TEACHER	3,040.25	
GARDNER, PATRICIA E	SUPERINTENDENT	133,999.97	1,920.00
STEVENSON, JENNIFER L	SCH CUSTODIAN PT	4,434.42	
WHITE, PAMELA J	SCHOOL PARA TEACHERS	6,792.34	
PAWLOWSKI, KARIN J	SENIOR WORK OFF	750.00	
DAVIS, JAMES A	PART TIME VAN DRIVER	3,825.12	
FERNANDS, JOHN M	PT BLDG REHAB SPECIALIST	10,499.77	
MURPHY, CAROL M	REGISTRAR	666.68	
COTY, THERESE M	COUNCIL ON AGING - CLERK	6,344.76	

LOCKE, CHRISTINE M	SCHOOL CLERK	2,950.50	
LEMIEUX, SHARON E	COA VOLUNTEER COORDINATOR	30,564.82	
HARRIS, PAMELA R	ANIMAL INSPECTOR-MNGRS. OFFICE	1,500.00	
FREW, DEVON J	SCHOOL SUBSTITUTE TEACHER	189.00	
HERRING, REBEKAH J	SCHOOL SUBSTITUTE AIDE/PARA	5,216.75	
LOPEZ, ANDRES	SCHOOL SUBSTITUTE AIDE/PARA	880.50	
WILLIAMS, KARL S	TOWN MANAGER'S OFFICE	1,200.00	
GAZAILLE, MATTHEW D	PARK EQUIPMENT OPERATR	4,576.00	
CARCIONE, BARBARA A	COUNCIL ON AGING - CLERK	13,226.88	
GRIFFIN, KATHLEEN E	SCHOOL PARAPROFESSIONALS	14,901.04	5,452.00
FLEBOTTE, SARAH B	SCHOOL PARAPROFESSIONALS	13,920.66	
DEMETRIUS, SAVANNAH Y	SCHOOL SUBSTITUTE AIDE/PARA	1,050.00	
BATISTA, EMILY L	SCHOOL SUBSTITUTE AIDE/PARA	3,047.50	
HERRING, SAMANTHA E	SCHOOL CLERK	1,626.00	
LEMIEUX, MATTHEW J	TOWN MANAGER'S OFFICE	1,200.00	
KOWALCZYK, CYTHIA R	LIBRARY ASSISTANT	3,084.08	
PAQUETTE, DANIEL W	ASSISTANT PRINCIPAL	56,346.11	
BRADWAY, CHAD P	PARK EQUIPMENT OPERATR	33,250.65	4,850.00
FRECHETTE III, HENRY M	SCHOOL TEACHER	48,172.08	
LAREAU, MATTHEW J	SCHOOL TEACHER	42,623.68	
QUILL, JESSICA R	SCHOOL GUIDANCE COUNSELLOR	47,344.40	
MENARD, BETHANY R	SCHOOL GUIDANCE COUNSELLOR	47,344.40	
TAYLOR, EMILY B	SCHOOL TEACHER	42,623.68	4,488.00
LENNON, SHAUNA M	SCHOOL TEACHER	53,162.10	
MACDONALD, COLLEEN B	SCHOOL TEACHER	44,291.46	
MCNALLY, MAUREEN L	SCHOOL TEACHER	51,784.70	
STABACK, VICKI M	SCHOOL LUNCH 15 HPW	6,347.32	
MEGA, HEATHER M	SCHOOL PARA TEACHERS	3,975.98	

BRIN, TROY J	VETERAN'S AGENT	29,083.44	750.00
LAROSE, MICHELLE L	LIBRARY ASSISTANT	12,281.04	
JAMES, ZACHARY J	SCHOOL SUBSTITUTE TEACHER	1,980.50	
CURTIS, JILL L	SCHOOL PARAPROFESSIONALS	11,491.36	6,277.00
WOOD, MICHAEL S	SCHOOL TEACHER	59,132.48	1,166.00
PELLEGRINE, LAUREN M	SCHOOL PARAPROFESSIONALS	12,065.38	2,238.00
RICE, EMILY L	SCHOOL SUBSTITUTE AIDE/PARA	3,345.00	
OSBORNE, AARON D	BUSINESS MANAGER	106,520.21	2,380.00
SIMPKISS, KELLY J	SCHOOL TEACHER	69,444.60	
TRZPIT, KIM M	SCHOOL PARAPROFESSIONALS	14,848.54	1,604.00
POULIN, CHRISTINA L	SCHOOL SUBSTITUTE TEACHER	8,102.49	
VIRCHOW, KRISTA L	TREASURER CLERK	10,706.15	
DAFONSECA, MICHAEL	SCHOOL TEACHER	62,312.78	
SIMEONE, ANDREW J	ASSISTANT LIBRARY DIRECTOR	42,273.26	
PORTER, MACKENZIE J	SCHOOL SUBSTITUTE TEACHER	198.00	
CADIEUX, BRYANNA M	SCHOOL LUNCH 10HPW	4,070.28	
CROWTHER, NATHANIEL C	POLICE MATRON	6,771.58	
RESNICK, AVROHOM M	POLICE MATRON	4,954.96	
MALDONADO, JENIDA A	POLICE MATRON	465.08	
BAEZ, ALLISON N	POLICE MATRON	105.00	
TROMBLY, JOY V	SENIOR WORK OFF	750.00	
ARMITAGE, CAROL M	SENIOR WORK OFF	750.00	
COLE, MOLLY M	SCHOOL COACH PRIMARY JOB	3,106.00	
CALVANESE, GERALD R	SCHOOL COACH PRIMARY JOB	4,400.00	
POWELL, SUSAN C	SCHOOL SUBSTITUTE NURSE	1,912.50	
MCCOY, JAN M	SCHOOL SUBSTITUTE TEACHER	431.25	
BOYLE, CASEY O	POLICE MATRON	35.00	
SLOAN, KATHRYN A	SCHOOL PARAPROFESSIONALS	6,673.00	1,208.00
PAUL, MADISON A	SCHOOL SUBSTITUTE AIDE/PARA	77.00	
PETIT, DAVID E	SCHOOL TEACHER	3,804.00	
PEDRO, DOREEN G	SCHOOL CUSTODIAN PART TIME	12,471.02	
LEVASSEUR, KENDALL M	SCHOOL SUBSTITUTE AIDE/PARA	996.00	
MASTALERZ, KYLE J	SCHOOL CUSTODIAN PART TIME	1,992.00	
BACHAND, MATTHEW J	SCHOOL CUSTODIAN PART TIME	2,664.00	
STABACK, VICTORIA	SCHOOL CUSTODIAN PART TIME	4,608.00	
CADIEUX, BRYANNA M	SCH CUSTODIAN PT	3,876.00	
LEVASSEUR, SYDNEY G	SCHOOL CUSTODIAN PART TIME	1,596.00	
BURNS, MANDIE	SCHOOL PARAPROFESSIONALS	9,802.42	
CULLIGAN, COLLEEN M	SPED DIRECTOR	62,777.19	
DAY, FORRIS B	DRIVER LABORER	22,582.31	1,454.00
CACI, NICHOLE D	SCHOOL SUBSTITUTE TEACHER	5,791.84	

ANTI, MICHAELA D	SCHOOL SUBSTITUTE TEACHER	667.00
PERITZ, BRANDON M	SCHOOL SUBSTITUTE AIDE/PARA	1,596.00
WORKMAN, SAGE I	SCHOOL SUBSTITUTE AIDE/PARA	2,100.00
KATAFIASZ, GREGORY F	SCH CUSTODIAN PT	1,569.00
LEGRAND, YVETTE L	SCHOOL SUBSTITUTE TEACHER	7,812.50
BEAULIEU, MARIA A	RECREATION HOURLY	1,850.00
BECK, SAVANNAH S	RECREATION HOURLY	1,790.00
HANDZEL, ZACHARY E	RECREATION HOURLY	450.00
TRACZ, KYLE M	SCHOOL SUBSTITUTE TEACHER	2,456.75
RIVERA, ALICIA V	SCHOOL CUSTODIAN PART TIME	1,296.00
BLANCHARD, JESSICA L	SCHOOL CUSTODIAN PART TIME	936.00
MARCHAND, MATTHEW R	SCHOOL CUSTODIAN PART TIME	1,536.00
STAMM, EMILY E	SCHOOL CUSTODIAN PART TIME	1,452.00
CHARBONNEAU, ALYSSA M	SCHOOL CUSTODIAN PART TIME	1,416.00
KOZLIK, CODY L	SCHOOL CUSTODIAN PART TIME	900.00
MCDONALD, ANDREW W	SCHOOL CUSTODIAN PART TIME	1,680.00
DOMNARSKI, MITCHELL A	SCHOOL CUSTODIAN PART TIME	1,992.00
TREMBLAY, COLLIN M	SCHOOL CUSTODIAN PART TIME	1,380.00
WEBBER, CAMERON J	SCHOOL CUSTODIAN PART TIME	1,200.00
WILSON, MEGAN J	SCHOOL CUSTODIAN PART TIME	1,452.00
LUKAS, GABRIELLA A	SCHOOL CUSTODIAN PART TIME	1,332.00
MATTHEWS, CODY	SCHOOL CUSTODIAN PART TIME	1,944.00
CLIFTON, TYLER J	SCHOOL CUSTODIAN PART TIME	2,316.00
MONTY, SHEA A	SCHOOL CUSTODIAN PART TIME	1,356.00
PROVOST, LAUREN A	SCH CUSTODIAN PT	1,200.00
NOWAK, RYAN P	SCHOOL CUSTODIAN PART TIME	1,200.00
REMILLARD, MATTHEW D	SCHOOL CUSTODIAN PART TIME	1,656.00
KING, ALLISON B	RECREATION HOURLY	1,615.00
REMILLARD, TROY R	SCHOOL CUSTODIAN PART TIME	1,656.00
LEECOCK, DIEGO T	SCHOOL CUSTODIAN PART TIME	1,440.00
LEECOCK, MARCO A	SCHOOL CUSTODIAN PART TIME	2,136.00
PALMATEER, OWEN J	SCHOOL CUSTODIAN PART TIME	1,680.00
BROWNE, AUSTIN N	SCHOOL CUSTODIAN PART TIME	1,380.00
WALSH, AARON J	SCHOOL CUSTODIAN PART TIME	1,320.00
FAUTEUX, ALEX P	SCHOOL CUSTODIAN PART TIME	1,416.00

SMITH, DANIEL F	SCHOOL CUSTODIAN PART TIME	1,476.00
LEBIDA, RAFAL J	COMPUTER TECHNICIAN	18,207.96
BATES, PAIGE M	SCHOOL CUSTODIAN PART TIME	1,320.00
LYNCH, ELIZABETH A	SCHOOL CUSTODIAN PART TIME	2,124.00
OCHS, CHRISTINE M	SCHOOL CUSTODIAN PART TIME	2,064.00

SIKORSKI, CAROL A	SCHOOL CUSTODIAN PART TIME	2,424.00	
LADUE, DANIEL S	SCHOOL CUSTODIAN PART TIME	1,320.00	
DEMETRIUS, ALYSSA M	SCHOOL CUSTODIAN PART TIME	1,200.00	
JALBERT, SHANNON M	SCHOOL CUSTODIAN PART TIME	1,620.00	
LAMBERT, KAYLEE E	SCHOOL CLERK	1,068.00	
LAFRENNIE, BRANDON J	SCHOOL SUBSTITUTE AIDE/PARA	744.00	
SMITH, EVAN J	SCHOOL SUBSTITUTE AIDE/PARA	616.00	
OLIVEIRA, JUSTIN A	RECREATION HOURLY	1,144.00	
HULSE, TIMOTHY H	PT POLICE OFFICER	1,225.02	
WALLACE, CAROLYN B	PRINCIPAL	42,759.48	
WALLACE, LESLIE L	SCHOOL CLERK	17,980.80	
MAHONEY, CONSTANCE J	ASSISTANT PRINCIPAL	35,961.53	1,000.00
PENOYER, ERIC M	SCHOOL PARAPROFESSIONALS	5,460.93	3,717.00
LAFRENNIE, BRANDON J	RECREATION HOURLY	335.00	
FORD, BRITTANY L	SCHOOL ENHANCED HEALTH SERVICE	16,346.18	
BECHTHOLD, JENNIFER L	SCHOOL TEACHER	13,681.84	
POTTER, GABRIELA J	PRINCIPAL CLERK	5,424.01	
DIORIO, JOHN M	ASSISTANT PRINCIPAL	31,238.08	
PONTBRIAND, RYAN M	HIGHWAY EQUIPMENT OPERATOR	12,679.04	
SICILIANO, ELIZABETH D	SCHOOL NURSES	19,357.38	1,072.00
MOREHOUSE, ANDREW	SCHOOL TEACHER	14,590.48	
FLORENCE, CHRISTINA L	CLERK PART TIME	5,338.17	
PEACOCK, SARAH K	SCHOOL TEACHER	17,277.20	
LOMAS, ROSE E	SCHOOL CLERK SPEC NEEDS	19,833.52	
MCDIARMID, JENNIFER T	SCHOOL TEACHER	14,541.84	
REGIS, KAREN E	SCHOOL PSYCHOLOGIST	21,915.68	
WARREN, SHEILA M	SCHOOL PARA TEACHERS	2,520.78	
BUSSIÈRE, MICHELLE D	SCHOOL SUBSTITUTE TEACHER	5,375.00	
PALMATEER, ERIN H	SCHOOL CLERK	1,494.31	
BECK, SAVANNAH S	SCHOOL CLERK	2,664.00	
RIEL, KAYLA M	SCHOOL CLERK	3,108.75	
HARRIS, NANCY L	SCHOOL PARAPROFESSIONALS	3,719.38	406.00
RODRIGUEZ, FRANCESCA M	SCHOOL PARAPROFESSIONALS	3,059.70	
MASSEY, PAIGE O	POLICE	1,485.12	
BECHTHOLD, ANDREW S	PART-TIME POLICE OFFICER	2,034.90	
COOKISH, HANNAH D	SCHOOL CLERK	1,419.00	
BIGOS, HANNAH F	SCHOOL CLERK	929.50	
SEAGRAVE, KATHERINE L	SCHOOL PARAPROFESSIONALS	4,078.98	601.00
DAVIS, ERICA L	SCHOOL PARA TEACHERS	2,950.90	
RHODES, STEPHEN A	SCHOOL PARA TEACHERS	3,752.61	1,072.00
CRAWFORD, ABIGAIL L	SCHOOL SUBSTITUTE TEACHER	357.00	

PEDRO, DOREEN G	SCHOOL LUNCH EMPLOYEES	1,286.33	
HOUGAARD, CHRISTOPHER M	PARK EQUIPMENT OPERATR	4,650.00	
DROZ, DAVID M	SCHOOL CUSTODIAN PART TIME	1,760.43	
FOLEY, LISA A	SCHOOL CLERK	5,257.40	
CURRY, REBECCA M	SCHOOL GUIDANCE COUNSELLOR	4,195.00	
MCMINN, KATHARINE M	SCHOOL LUNCH EMPLOYEES	1,795.95	
OVITT, PATTI A	SCHOOL CLERK	3,377.16	
ROUNDS, ARTHUR E	SCHOOL SUBSTITUTE TEACHER	562.50	
SIKES, MICHELLE T	TOWN MANAGER'S OFFICE	200.00	
BIGDA, LEAH A	SCHOOL CUSTODIAN PART TIME	934.42	
LEGG-BAKER, SHEENA M	SCHOOL TEACHER	8,852.14	
SANDOVAL, CELSO A	SCHOOL COACH PRIMARY JOB	3,168.00	
FULLER, JAKE S	SCHOOL CLERK	682.00	
KEARNS, KRISTY L	SCHOOL SUBSTITUTE TEACHER	49.91	
MELNICK, CHRISTOPHER J	PART-TIME POLICE OFFICER	349.86	
ZBIERSKI, ANGELA A	POLICE OFFICER	646.42	
HURTADO, ANTHONY G	POLICE	878.26	